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INDEX.

Volume XIV--"Labor and Industry"--
Monthly Bulletin for 1927

NOTE: The twelve numbers of Volume XIV, 1927 of "Labor and Industry" are paged separately. The number of the month precedes the colon and the number of the page follows it.

--ooOOoo--

Month Page
Accident Record, Declining.......................... 2 : 14
Accidents Reported, Five Year Comparative
  Statement of.......................... 1 : 46
  " .... 2 : 27
  " .... 3 : 22
  " .... 4 : 36
  " .... 5 : 36
  " .... 6 : 29
  " .... 7 : 37
  " .... 8 : 89
  " .... 9 : 30
  " ....10 : 34
  " ....11 : 33
  " ....12 : 38
Ainsworth, Cyril, Department of Labor and
  Industry...................... 8 : 24
Appel, Theodore B., M.D., Department of Health. 8 : 41
Auel, C.B., Westinghouse Electric and
  Manufacturing Company............. 8 : 60
Berridge, William A.......................... 4 : 11
Bricker, Elizabeth B., M.D., Department of
  Labor and Industry..... 4 : 3
  " ..... 6 : 5
  " ..... 8 : 57
  " ..... 9 : 12
Carr, Charlotte E., Department of Labor and
  Industry.................. 3 : 5
  " .... 4 : 8
  " .... 8 : 34
Carver, Wilhelmina S., N.S., American Pulley
  Company.......... 8 : 31

Month Page

Casey, Daniel N., Harrisburg Chamber of Commerce .... 1 : 13
Cornelius, W. A., National Tube Company....... 1 : 19
Dennis, L. H., Department of Public Instruction.................... 11 : 3
Departmental Notes......................... 4 : 17
" " .... 5 : 19
" " .... 10 : 17
Policy of the Department of Labor and Industry................. 6 : 3
Dewey, Philip H., Department of Labor and Industry.................. 12 : 17
Directory of Offices......................... 1 : 48
" " .... 2 : 28
" " .... 3 : 23
" " .... 4 : 37
" " .... 6 : 36
" " .... 7 : 38
" " .... 8 : 90
" " .... 9 : 31
" " .... 10 : 35
" " .... 11 : 34
" " .... 12 : 39

EDUCATION:

A New Service to Editors of Employes' Magazines........................ 9 : 12
The Pennsylvania State College is Training Workers on the Job..... 12 : 3

EMPLOYMENT:

Altoona Cooperative Employment Council Aids the State Employment Office 1 : 7
Altoona Cooperative State Employment Office Means Minimum of Idleness in the Altoona District......... 1 : 8
A War-Time Adventure Is a Peace-Time Advantage........................ 1 : 39
Bureau of Employment................. 9 : 3

EDUCATION CONT.

Month Page
Cooperation of the State Employment Office and Y.M.C.A. Standardizes Employment Service in Oil City........ 1 : 21
Employment of Children in Pennsylvania. 11 : 3
Employment Statistics for the United States.............................. 4 : 13
Filling Lancaster's Employment Need....... 1 : 18
Full Appreciation of State Employment Office is Felt When Its Discontinuance is Suggested...................... 1 : 36
Future of the State Employment Office.... 5 : 17
Illegally Employed Child Injured in Industry, The......................... 7 : 3
Resume of Employment Service in Pennsylvania.......................... 1 : 42
Seasonal Employment in the Construction Industry............................ 3 : 17
State Employment Office in Harrisburg Is a Factor in Good Citizenship...... 1 : 13
State Employment Office in Johnstown Is the Clearing House of Information Concerning Employment Conditions..... 1 : 16
State Employment Office Is the Best Source of Labor Supply............... 1 : 34
Temporary Cessation of the State Employment Office Emphasizes Its Value to McKeesport, The...................... 1 : 19
Through Cooperative Effort of Employers and Employes the State Employment Office in Erie Is of Real Value...... 1 : 10
What Does the State Employment Office Mean to Allentown and the Lehigh Valley?................................ 1 : 5
What Does the State Employment Office Mean to the Employers of Women and to the Working Women of Pittsburgh... 1 : 31
What Does the State Employment Office Mean to the Manufacturer and the Industrial Worker?..................... 1 : 30
What Is the Bureau of Employment?........ 1 : 3

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Month Page

EDUCATION CONT.
What the State Employment Office Means to the Girls and Women of Philadelphia and to Employers........................ 1 : 23
Williamsport Considers the State Employment Office as an Indispensable Asset.... 1 : 40

Gaum, Carl G., The Pennsylvania State College......12 : 3
Harrison, M., Hammermill Paper Company............ 1 : 10
Havoy, Edward J., Sarquoit Silk Manufacturing Company......................... 1 : 39
Hesselbein, Henry, Chamber of Commerce, Johnstown.. 1 : 16
Horner, William H., Department of Labor and Industry........................ 2 : 3
Huggler, Besse Gertrude, Nilco Lamp Works.......... 8 : 33
Hunt, Bruce A., Williamsport Sun.................. 1 : 40
Hurlin, Ralph A................................... 4 : 15
Immel, Harry D., Department of Labor and Industry..10 : 3
" " " " ..11 : 4
" " " " ..11 : 6
" " " " ..12 : 10

INDUSTRIAL BOARD:................................. 2 : 15
" " ....10 : 9
" " ....11 : 8
" " ....12 : 18
Approval of Safety Devices.......................12 : 21
Development of Departmental Regulations....... 3 : 3
Emergency Lighting Systems Approved by the Department of Labor and Industry.... ...... 3 : 17
Rescinding of Previous Approval of Safety Devices..............................12 : 21

INDUSTRIAL HOME WORK:
The First Year's Administration of Industrial Home Work Regulations.......................3 : 5
Why Industrial Home Work...................... ... 4 : 8

INDUSTRIAL NURSING:
Conference on Industrial Nursing............... 8 : 5
Industrial Nursing and Health from the Point of View of the Industrial Physician. 8 : 48

Month Page

INDUSTRIAL NURSING CONT.

Industrial Nursing and Health from the Point of View of the Plant Nurse...... 8 : 54
Industrial Nursing and Health from the Point of View of the Section of Hygiene and Sanitation................ 8 : 57
Industrial Nursing and Health from the Point of View of the Service Manager.. 8 : 60
Industrial Nursing and Health from the Point of View of the Worker........... 8 : 52
Industrial Nursing and Safety from the Point of View of the Employer......... 8 : 16
Industrial Nursing and Safety from the Point of View of the Factory Inspector. 8 : 24
Industrial Nursing and Safety from the Point of View of the Medical Director.. 8 : 18
Industrial Nursing and Safety from the Point of View of the Industrial Nurse.. 8 : 13
Industrial Nursing and Safety from the Point of View of the Safety Director... 8 : 19
List of Persons Who Attended the Conference on Industrial Nursing....... 8 : 68
Standardizing of Industrial Nursing Records, The.......................... 8 : 42
Training of the Industrial Nurse in her Relation to Her Co-Workers in the Establishment, The...................... 8 : 33
Training of the Industrial Nurse in the Relation to Her Employer, The.......... 8 : 31
Training of the Industrial Nurse in Her Relation to Her Fellow Nurses in the Community, The.......................... 8 : 38
Training of the Industrial Nurse in Her Relation to Living, The................ 8 : 39
Training of the Industrial Nurse in Her Relation to the Mother in the Home, The. 8 :36
Training of the Industrial Nurse in Her Relation to the Physical Equipment of the Plant, The......................... 8 : 34

Month Page

INSPECTION:

Location of Offices of the Bureau of Inspection.......................... 12 : 16

Jones, Joseph H., C. K. Eagle and Company, Inc... 8 : 16
Lilley, J. P., Department of Labor and Industry.. 9 : 4
Lloyd, Walter J., Department of Labor and Industry...................... 9 : 3
McConnell, Beatrice, Department of Labor and Industry...................... 7 : 3
Maguire, William J., Department of Labor and Industry...................... 4 : 15
" .... 5 : 14
" .... 6 : 19
" .... 7 : 10
" .... 7 : 20
Maloney, Miss M. A., Kaufmann's, Pittsburgh....... 1 : 31
Maurer, James H., Pennsylvania Federation of Labor 8 : 52
Mosely, L. W., Electric Storage Battery Company... 1 : 30
Mullen, J. B., Chamber of Commerce, Reading....... 1 : 36
Noble, Mary Riggs, M.D., Department of Health..... 8 : 36
Norrell, Margaret E., Department of Labor and Industry...................... 5 : 17
O'Conner, F. J., E. I. duPont de Nemours and Company.......................... 10 : 4
Patton, Linda S., Curtis Publishing Company...... 1 : 23
Peters, Robert J., Department of Labor and Industry...................... 1 : 3
" .... 1 : 42

RADIO TALKS:

Meet the Factory Inspector....................11 : 6
Safety in the Theatre.........................11 : 4
Watch the Little Things.......................12 : 10

Raub, Emilie, R.N., Dill and Collins Company...... 8 : 13
Rechtenstein, Wilhelmina, R.N., A. M. Collins Manufacturing Company.. 8 : 38
Reifsnyder, H.S., Altoona Mirror.................. 1 : 8
Reduction of Eye Losses in the Steel Industry..... 3 : 19

Month Page

REHABILITATION:

National Development of Program for Rehabilitation of Disabled Civilians by Memphis Conference.......................... 5 : 6

Reninger, Henry A., Lehigh Portland Cement Company........................ 8 : 19
Riddle, S. S., Department of Labor and Industry.. 5 : 6

SAFETY:

Adjustable Cut Off Saw Guard................... 2 : 10
Adjustable Saw Guard........................... 2 : 11
Alertness of Inspector Saves Lives............. 4 : 6
Cautiousness Versus Carelessness..............12 : 17
Compulsory Emergency Lighting.................. 9 : 4
Every Foreman a Safety Director...............10 : 4
Grounding...................................... 2 : 6
How the Department of Labor and Industry Can Aid in the Guarding of Machinery........... 6 : 16
Industry Harbors a Dangerous Pest.............10 : 3
Machinery Manufacturers Anxious to Make Machines Safe............................. 9 : 9
Mechanical Safeguards.........................12 : 10
Pennsylvania's Five-Year Experience with Anthrax.................................... 6 : 5
Prevention of Industrial Accidents............. 5 : 5
Safety Device for Sawing Narrow Strips......... 2 : 11
Safety Devices of Westinghouse Electric and Manufacturing Company...................... 2 : 10
Safety in the Bakery........................... 2 : 13
Safety in the Large Industrial Plants.......... 2 : 12
What is Being Done in Pennsylvania to Protect the Health of Persons Distributing Ethyl Gasoline.................................. 4 : 3

Sandel, J. M., Department of Labor and Industry.... 6 : 16
Shearer, J. H., Central Light and Power Company... 1 : 7
Shoudy, Loyal A., M.D., Bethlehem Steel Company... 8 : 8

Month Page

Stickle, John W., Allentown Chronicle and News........................ 1 : 5

STATISTICS:

Building Permits in the Principal Cities and Boroughs of Pennsylvania........... 7 : 10
Review of Industrial Statistics.......... 4 : 18
" " " .... 5 : 19
" " " .... 6 : 19
" " " .... 7 : 20
" " " .... 8 : 7
" " " .... 9 : 13
" " " .... 10 : 17
" " " .... 11 : 16
" " " .... 12 : 21

Thompson, L. R., M.D., Public Health Service.. 8 : 42
Tucker, Katharine, R.N., Visiting Nurse Society............. 8 : 39
Waddell, Robert, Chamber of Commerce, Lancaster 1 : 18
Waters, Charles A., Department of Labor and Industry...................3 : 3
" ....5 : 5
" ....6 : 3
" ....8 : 5
Weder, Julia A., R.N., Giant Portland Cement Company..................8 : 54
Wilson, R. L., Westinghouse Electric and Manufacturing Company....1 : 34

WORKMEN'S COMPENSATION:

An Important Decision of the Supreme Court in a Workmen's Compensation Case........ 4 : 13
Annual Report of Bureau of Workmen's Compensation............................ 2 : 3
Injured Workers and Their Dependents Financially Benefitted by Amendments to Workmen's Compensation Act........... 5 : 14

WORKMEN'S COMPENSATION CONT.

Summary of Recent Decisions of Workmen's Compensation Board...................... 2 : 23
Workmen's Compensation Board Decisions...... 3 : 13
Workmen's Compensation Districts.......... 3 : 16

Wright, Wade, M.D., Metropolitan Life Insurance Company.................... 8 : 48

LABOR AND INDUSTRY

Published monthly by
DEPARTMENT OF LABOR AND INDUSTRY
COMMONWEALTH OF PENNSYLVANIA
RICHARD H. LANSBURGH *Secretary.*

VOL. XIV JANUARY, 1927 NO. 1

Contents

Page
What Is the Bureau of Employment? 3
ROBERT J. PETERS, Director, Bureau of Employment
What Does the State Employment Office Mean to Allentown and the Lehigh Valley? 5
JOHN W. STICKLE, General Manager, Allentown Chronicle and News
The Altoona Cooperative Employment Council Aids the State Employment Office, ... 7
J. H. SHEARER, Vice President, Penn Central Light and Power Co.
Altoona Cooperative State Employment Office Means Minimum of Idleness in the Altoona District, ... 8
H. S. REIFSNYDER, Reporter and Associate Editor, Altoona Mirror
Through Cooperative Effort of Employers and Employes the State Employment Office in Erie Is of Real Value, ... 10
M. HARRISON, Director, Industrial Relations, Hammermill Paper Co.
The State Employment Office in Harrisburg Is a Factor in Good Citizenship, 13
DANIEL N. CASEY, Secretary, Harrisburg Chamber of Commerce
The State Employment Office in Johnstown Is the Clearing House of Information Concerning Employment Conditions, ... 16
HENRY HESSELBEIN, Managing Secretary, Johnstown Chamber of Commerce
Filling Lancaster's Employment Need, ... 18
ROBERT WADDELL, Associate Secretary, Lancaster Chamber of Commerce
The Temporary Cessation of the State Employment Office Emphasizes Its Value to McKeesport, ... 19
W. A. CORNELIUS, Manager, National Tube Co.
Cooperation of State Employment Office and Y. M. C. A. Standardizes Employment Service in Oil City, ... 21
V. A. REDFIELD, General Manager, Citizens Light and Power Co.
What the State Employment Office Means to the Girls and Women of Philadelphia and to Employers, ... 23
LINDA S. PATTON, Employment Division, Curtis Publishing Co.
What Does the State Employment Office Mean to the Manufacturer and the Industrial Worker? 30
L. W. MOSELY, Employment Manager, Electric Storage Battery Co.
What Does the State Employment Office Mean to the Employers of Women and to the Working Women of Pittsburgh? 31
MISS M. A. MALONEY, Employment Manager, Kaufmann's Pittsburgh
The State Employment Office Is the Best Source of Labor Supply, ... 34
R. L. WILSON, Works Manager, Westinghouse Electric and Manufacturing Co.
Full Appreciation of State Employment Office Is Felt When Its Discontinuance Is Suggested, ... 36
J. B. MULLEN, Industrial Secretary, Reading Chamber of Commerce
A War-Time Adventure Is a Peace-Time Advantage, ... 39
J. EDWARD HAVEY, Manager, Sarquoit Silk Manufacturing Co.
Williamsport Considers the State Employment Office as an Indispensable Asset, ... 40
BRUCE A. HUNT, Assistant Managing Editor, Williamsport Sun
Resume, ... 42
ROBERT J. PETERS, Director, Bureau of Employment
Five-Year Comparative Statement of Accidents Reported, ... 46

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WHAT IS THE BUREAU OF EMPLOYMENT

By Robert J. Peters
Director of Bureau of Employment

The Bureau of Employment was created by Act of Assembly on June 4, 1915, with statutory power to "bring into communication employers seeking employes and persons seeking employment, prescribe rules and regulations for the administration and operation of all public and private employment offices, investigate the circulation of information and statements regarding employment and labor conditions for the purpose of preventing fraud and improper practices, ascertain the extent and causes of unemployment and the remedies therefor, devise and recommend (in the form of bills or otherwise) means and methods for the prevention of unemployment and distress from involuntary idleness, and cooperate with any person or authority whatsoever in carrying out the full intent and purpose of" the Act. This quotation defines concisely and adequately the whole statutory duty or function of the Bureau of Employment.

Pa.

Broker In Employment

The more common or daily job of the Bureau of Employment is to serve as a broker and as an honest broker between the person needing work and the person needing a worker. This intermediary transaction is in all respects official and confidential, without advice or suggestion as to wages or working condition but with, so far as is possible, full and detailed information concerning them. As soon as the prospective employer and employe are brought together, the transaction is complete and the Bureau of Employment has rendered its specific service to both parties.

Organization

In the Bureau of Employment there are at the present time four kinds of local State Employment Offices, as follows:

1. State Employment Offices, entirely supported by the State;
2. State Employment Offices, in which the salary of one or more officials is paid by the United States Employment Service, United States Department of Labor;
3. Cooperative State Employment Offices (primarily for men), conducted upon a part-time schedule with the local Young Men's Christian Associations, which furnish office space, heat, light, and janitor service;

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4. Cooperative State Employment Offices, conducted upon a full-time schedule with the United States Post Office, which furnishes in the Federal or Post Office Building office space, light, heat and janitor service.

Each office serves a district consisting of from 2 to 10 counties.

Number Of Offices

On January 1, 1920, there were seven State Employment Offices in seven cities of the State. On December 1, 1926, there were seventeen offices in sixteen cities of the Commonwealth.

Cooperative Representative Councils

Each State Employment Office has a Cooperative Representative Council or an Advisory Committee, composed of representative citizens of the district. Each council perfects its own organization and holds regular stated meetings during the year and such special meetings as may be necessary. At these meetings the work of the local State Employment Office is discussed and plans for increasing and improving the service of the office are considered and made.

The Cooperative Representative Councils enable both the Bureau of Employment and the Department of Labor and Industry to learn the opinion of any given industry or of persons interested in a given industry with reference to any projected action. They further enable the Bureau or the Department to secure sound advice upon possible methods of extending its influence.

Bureau Of Employment Issue Of "Labor And Industry"

On October 13, 1926, the following letter was sent to the Superintendent of each State Employment Office in the Bureau of Employment:

"The Secretary of Labor and Industry desires that the January issue of 'Labor and Industry' be devoted to the work of the Bureau of Employment. He wishes, therefore, that your office should be represented by an article from the Chairman of the Cooperative Representative Council of your office, or from some leading citizen or journalist setting forth the following facts:

What does the State Employment Office mean to your city and district?

How can its service be improved and increased?"

The articles or contributions in this Bureau of Employment issue of "Labor and Industry" are the self-explanatory responses to the aforesaid letter.

The Secretary of Labor and Industry and the Director of the Bureau of Employment wish to express to each contributor their sincere and high appreciation of his cooperation with the Department of Labor and Industry in making possible this special number of "Labor and Industry".

WHAT DOES THE STATE EMPLOYMENT OFFICE MEAN TO ALLENTOWN AND THE LEHIGH VALLEY?

By John W. Stickle
General Manager, Allentown Chronicle and News

"What does the Lehigh Valley State Employment Office mean to Allentown?" is a query that has been sent to this office from the head of the Department of Labor and Industry in Harrisburg. This is a most important and appropriate question, but it should be enlarged so as to read "What Does the Lehigh Valley State Employment Office Mean to Allentown and the Lehigh Valley?"

When it is taken into consideration that the Allentown office covers the third largest district in Pennsylvania, it can plainly be seen that it is an important section and the benefits from the bureau are correspondingly large. This district covers the counties of Lehigh, Northampton, and Carbon, a district that has the large Bethlehem Steel plant with its 14,000 employes, the New Jersey Zinc Company at Palmerton with 3500, the International Motor Car plant at Allentown with a like number, also the large Atlas Portland, Lehigh Portland, and other cement concerns, the large slate quarries in the Slatington section in Lehigh, and the Bangor section in Northampton, with mills comprising the largest section in the United States in the manufacture of silk.

There are concerns in the manufacture of mining machinery, cement guns, shoes, cigars, furniture, and structural iron, all large employers of labor, skilled and unskilled, in the district, together with other varied industries, which demonstrate plainly that an employment bureau is an absolute necessity and, therefore, a great benefit to the district.

Statistics for Lehigh County show that of the total number of employes only 20 per cent are foreigners and that 40 per cent of total are females. Production of textiles leads in Lehigh County with metals second. The largest single class of employes is silk weavers, machine operators next, with cigar makers third.

This office was established in April, 1926, so the reports for September are of interest. In that month 638 applications were received with 528 openings and the placing of 266 persons in the men's department, while in the women's department applications numbered 230, with 313 openings and the placing of 111 employees. In the men's department the largest number of applications came from semi-skilled labor, — 172, followed closely by unskilled labor, — 147, and manufacturing 103. Professional and technical applicants numbered 37 for which there were 15 openings and 13 were placed. In the women's department there were 100 applications designated as miscellaneous for which there were 30 openings and 28 placed. Semi-skilled labor came next with 59 applicants for which there were 86 openings and 30 were placed.

What gives the office more concern than anything else is the placing of professional and technical applicants, while there is no trouble whatever to place the unskilled. One reason for the difficulty in securing positions for professional and technical men and women is that many of them have been employed at one place for a long term of years. This makes it exceedingly hard for them to move about from place to place to secure a job. The applicant is not accustomed to change around and does not have the nerve required when first securing a position. On the other hand the laborer is accustomed to change which wears off the edge in going from place to place for a job.

This office, however, was fortunate in securing positions for quite a number of applicants in the professional and technical class. This office has on file at the present time the application of a chemist. He describes himself as a graduate of Muhlenberg College and Columbia University, having taught chemistry in a high school for seven years. Another application from a mechanical designer, college graduate with seventeen years' experience, and who fixes his salary at $250 a month. Another is an interior decorator who desires a salary of $45 a week. Others in this category are a salesman with five years' experience and an executive who was in charge of a silk mill office for fourteen years.

When it comes to watchmen there is always on hand elderly men who will also be glad for elevator or light work.

In the women's section the applications of stenographers predominate. One stenographer, age 22, declares she has had five and a-half years' experience including law-office work, who values her services at $25 a week as a starter.

The office finds it most advantageous to properly reflect the pulse of those interested in the various activities of industry and employment through the development and organization of committees particulary interested in these activities throughout the State. These committees enable both the Bureau of Employment and the Department of

Labor and Industry to find out the opinion of any given industry or of persons interested in a given industry with reference to any projected action. They further enable the Department to secure sound advice on possible methods of extending its influence.

Another question propounded by the Director of the Bureau of Employment of the Department of Labor and Industry is: "How can Its Service Be Improved and Increased?"

The service of the Allentown office of the Lehigh Valley State Employment Office can be greatly improved by making its location known to the people who need it most. Many applicants appear in the Chronicle and News Office inquiring for work. When the general manager asks them whether they know anything about the Lehigh Valley State Employment Office they invariably answer they never heard of it and, therefore, know nothing about it. The State should provide the bureau with an appropriation for advertising in order to let the people know what the Department is doing, to give classified lists of applicants for work, and to tell where they can find jobs. Let the people know what you are doing, the number of men or women seeking employment, and where help is wanted, no matter what the job may be. When this is done the work of the Lehigh Valley State Employment Office will be in a position to improve and increase its business.

THE ALTOONA COOPERATIVE EMPLOYMENT COUNCIL AIDS THE STATE EMPLOYMENT OFFICE

By J. H. Shearer

Vice President and General Manager, Penn Central Light and Power Company, Altoona, Pennsylvania

The value of the work of any employment office is not necessarily measured by the number of persons given employment. Its function should be not only to assist persons who are out of employment, but to place them in positions where they are contented; and to keep the employment problem in a stable state at all times. The Altoona Council has considered it a duty to keep before it the broader aspects of an employment office.

Employment conditions during the past several years in the Altoona district have been very good. Nevertheless, local labor problems exist. Meetings have been held at which phases of the labor situation have been given careful consideration. These meetings have aided the Altoona office in establishing contact with the large employers. All of the employers have manifested a spirit of cooperation with the Council and it has not been a difficult matter to place the few persons in need of employment.

The superintendent of the Altoona Cooperative State Employment Office reports the following data covering the period from January 1, 1926, to September 30, 1926:

MEN

	Applications	Openings	Referred	Placed
Agriculture,	44	19	29	19
Building & Construction	322	93	107	93
Metal & Machinery,	120	19	27	18
Clerical & Professional,	88	12	18	12
Hotel & Restaurant,	60	23	28	23
Mine & Quarry,	14	11	11	11
Transportation & Pub. Utilities,	258	47	50	46
Salesman & Solicitors,	127	28	37	28
Common Labor,	1,379	1,199	1,287	1,169
Miscellaneous,	201	42	48	42
Total,	2,613	1,496	1,642	1,461

WOMEN

	Applications	Openings	Referred	Placed
Agriculture & Food,	2	2	2	2
Clerical & Professional,	109	12	21	12
Clothing & Textiles,	7	5	5	5
Dayworkers,	235	213	213	213
Domestic,	383	302	325	289
Hotel & Restaurant,	120	80	85	80
Factory,	9	7	6	6
Technical,	10	3	3	3
Saleswomen,	86	29	33	29
Miscellaneous,	48	6	9	6
Total,	1,009	659	702	645

One idea adopted by the Altoona Council, which may be worthy of emulation by other councils, is the circulation of a weekly letter among the employers of persons in need of employment. This system aids in maintaining liaison between the employment office and employers, and it also affords the employers an insight into the prevailing labor situation.

The value of the Altoona office is difficult to measure due to the intangable character of its work. One thing is certain, that without it other outside labor agencies would, no doubt, be in existence at the expense of the unemployed. The very fact that Altoona has a supervised Federal and State Employment Office eliminates the possibility of any private labor agency deeming it advisable to enter the local field. A Federal and State Employment Office also inspires confidence in the unemployed and they feel free to avail themselves of its full services.

ALTOONA COOPERATIVE STATE EMPLOYMENT OFFICE MEANS MINIMUM OF IDLENESS IN THE ALTOONA DISTRICT

By H. S. Reifsnyder

Reporter, and Associate Editor, Altoona Mirror.

To Altoona and the surrounding district, the Altoona Cooperative State Employment Office means more than just an intermediary between the man or woman out of employment and the employer seeking skilled or unskilled labor. The Altoona office means much more. It means the minimum of idleness. Through the Altoona office the employer loses no time in recruiting his force to his required personnel. The jobless man or woman wastes no time walking or riding here and there hunting a job. Eliminating or reducing idleness is the constant effort of the Altoona office. Although opened and active in Altoona for but a brief time, the record of positions filled, employers helped, and registrations filed thus far this year, is considered a banner record and the Altoona office has received the praises of employer and employe alike.

Employers desire a quick service when extra employes are needed. Nothing hinders a business as much as a lack of sufficient employes. There are times when workers are hard to secure. Advertising for help is not altogether too speedy, and the result is often a motley crowd of applicants. Then comes the necessity of weeding out. That is a slow job. Through the Altoona Cooperative State Employment Office the unemployed registrants are listed as to their trade, and records are made and filed for immediate use. A card to the office, a call by 'phone, or a visit by the employer brings the needed men and women within an hour. That is the service the employer seeks. There are no business delays.

Perhaps one thing, more than any other stands out as the most important corrective problem in the Altoona office. The office has a regular introduction and return card system in sending out the jobless. This card is delivered by the applicant to the employer as an introduction card, to be filled out by the employer to indicate whether the applicant is hired, in a space provided for this purpose, signed and returned to the office by mail, postage being already supplied. To date this return card has failed to reach the office from approximately one-half of the employers served. No service record is complete unless this card is returned. It is the only way the office has of telling whether the man or woman has been accepted. And if accepted the registration card should be marked filled, hence an inactive card. Employers could aid greatly in the work by their cooperation in this particular.

Keeping the work of the Employment Bureau before the public, not necessarily by long or technical articles, but through small, newsy items, would go a long way toward increasing the usefulness of the Altoona or any other office. Keeping the office, its location, and its work constantly before the public is bound to result in increased service. Business firms, constantly hiring workers, are familiar with the work and secure frequent visits on the part of the superintendent, and these firms are in constant touch with the office.

Smaller firms, requiring perhaps not as many workers, but offering just as lucrative, and in many cases, more lucrative positions, are not in as close touch with the office as is possible. Keeping the Altoona office before every potential employer all of the time would ultimately result in the employer thinking first of all of the Employment Office to have his employe problem solved and solved quickly.

The unemployed are quick to register for work. There is no need to go and "dig up" registrants. The chief obstacle is learning the employers need.

The Altoona office has performed a vast amount of work since the opening of 1926, and it is appreciated too, as hundreds of employers, both large and small, and persons helped to jobs by the office, are grateful beyond measure.

The Altoona employment office is the middle-man, bringing together the employer and the jobless, and when both are pleased, satisfied, and well cared for, as is the case in Altoona, the work of the Altoona Employment Office can honestly be considered a complete success.

THROUGH COOPERATIVE EFFORT OF EMPLOYERS AND EMPLOYES THE STATE EMPLOYMENT OFFICE IN ERIE IS OF REAL VALUE

By M. Harrison

Director of Industrial Relations, Hammermill Paper Company, Erie, Pennsylvania

To try to measure the dollars and cents value of a State Employment Office to a city is like trying to measure the exact monetary return from advertising. They both fill a need and they both yield a return in proportion to their effectiveness. The exact value of this return is difficult to measure.

If the State Employment Office is so conducted that it wins the support of the employers and those seeking work, it will become a clearing house around which all matters of employment in the community will revolve. If the man in charge of the office is of proper caliber, he will be able to serve in the capacity of employment counsellor for the firms needing such service. The State Employment Office will then be in a position to give the community the same help that a real industrial relations department gives to an industrial plant.

Fair minded and unprejudiced cooperation has characterized the activities of the State Employment Office in Erie. As a result of this unbiased treatment of employers and employes there is a cooperative effort that is of real value to the community. To what degree this work might be extended by an increase in the personnel of the local office and an elaboration of its present policy is, of course, more or less a matter of speculation.

In the course of his working days, the average workman finds employment in but few industries and becomes familiar with but few processes. He seldom gives much thought to what other jobs he might fill with the experience he has, or that he might divert his energies to some other occupation to better advantage.

In this rapidly moving industrial era with changes in equipment, methods, and processes occurring daily, a change in personnel in the various manufacturing industries must necessarily take place. These changes displace men in their old jobs and require new men to fill the vacancies that are created. Where to go and look for work and what kind of work to look for are the questions that face the unskilled or semi-skilled who have no particular trade or inclination.

If properly equipped to handle such types of labor with discernment and judgment the State Employment Office can be of value in locating these people to advantage. Before it can do this, however, the local office must have an adequate and trained personnel. In addition to this the office should be intimately acquainted with the particular needs of the various factories. This means a thorough knowledge of job types in the different plants. In a city such as Erie, with great diversification of industry, personal contact with the various plants constantly would be necessary to adequately serve their manpower needs. With this data at hand the State Employment Office could place men on jobs where they could do their best work and be best satisfied, or could at least select men who would be able to fill vacancies with but little training.

Although the selection and placing of what is ordinarily termed common labor is far from being unimportant, the Erie office could perhaps devote more attention to the specialized workers to good advantage. Young men and women fresh from school and ready to enter the business world usually do not know where to apply for employment for which they are by training especially fitted. Likewise, the employers do not know where to seek people with particular qualifications and specialized training to fill vacancies in their organizations. The net result means trials and replacements with men and women often holding jobs that are not in keeping with their capacities or interests. Although the number of applicants of this type will necessarily be less than of the unskilled type their proper placement will be of equal, if not greater, value.

Joined with the proper interviewing, selecting, and placing of applicants is other important work that the State Employment Office is particularly fitted to do. Periodic labor surveys coming from the office at Erie have been of decided value to employers. They not only reveal the labor conditions in local industries, but, with their larger contact, are able to give important information regarding sectional movements in the labor field, thus indicating the general tendency of the time. Then, too, the Erie office has been of value in disseminating information to applicants for work. By virtue of its contact with other state offices and with other states it has been able to guide men in their search for work in other towns by telling them whether there was a need for their services or whether they were merely following idle rumors.

There is sometimes a tendency to class the employment office among the social agencies. This is not proper. The office is not operated as a welfare organization, but as an improvement to the economic conditions of the community. True, the city and county authorities, if they took advantage of the service offered, could, in many cases, improve the condition of their clients by getting them placed on jobs for which they are better fitted or by securing work for some unemployed member of a needy family. In this way part of the charity fund could be saved and used for other purposes.

Another good feature of the State Employment Office is its holding the private employment agencies in check. There are private agencies beyond reproach, but others have been rather unscrupulous in their activities, playing both ends against the middle to their own advantage. With the proper man at its head, the State office by maintaining an impersonal and unprejudiced attitude is free from this sort of thing.

That the State Employment Office at Erie has been of value cannot be denied; that it could do more and bigger work can hardly be questioned. With the force that the Erie office now has it is necessary to handle employment on a wholesale basis. With between 100 and 150 daily applicants it is impossible to give them much individual attention. Consequently, the office is unable to supply employers at the end of the day with applicants that might be placed immediately. Since this requires the head of the local unit to be in his office most of the time, he is denied the necessary contact with the employers which is essential to his proper functioning. Before the service can be improved to any great extent this contact must be supplied. Then the head of the State office will be able to supply requests for help with but little loss of time.

It might be well to establish closer relations with industries in the smaller surrounding towns. Branch offices in such towns as Corry, North East, Girard, and Union City would be possible. Office space could be secured in the Y. M. C. A., library, or other public buildings.

One afternoon a week could be spent in each of these towns, and in this way the service could be brought more closely to the industries and to the people living in the smaller communities.

No matter what plans are made no State Employment Office is going to be more efficient than the man at the head of it. The best type of man procurable is needed for the intelligent translation of the obligations his office owes the employers, the workers, and the community. Never before was there a better opportunity for the proper kind of work to create, stimulate, and maintain harmonious industrial relations.

THE STATE EMPLOYMENT OFFICE IN HARRISBURG IS A FACTOR IN GOOD CITIZENSHIP

By Daniel N. Casey,
Secretary, Harrisburg Chamber of Commerce

The State Employment Office in Harrisburg is a factor in the preservation of good citizenship, a potent agency in the stabilization of industry and merchandising, an ally of business, and a friend of the working man.

Wherever there is industry and commerce there must also be a clearing house through which such establishments can keep active their labor supply, fill gaps in the ranks, augment forces at seasonable periods, and where those who desire employment may apply for it. Were there no such agency in Harrisburg, some organization to meet such need would be established. By whom and to what end? Perhaps through private initiative in an agency operated for profit. The present method whereby the expenses are paid by the State, leaving the manager of an industry and his personnel free to approach their problems entirely from the angle of meeting a need of the employer and the employe, is as close to the ideal as could be desired.

The State Employment Office in Harrisburg affords an opportunity for employers to request potential assistants to be sent to them. It also furnishes a specifically designated place where those who desire employment may go.

The way in which the Harrisburg office is operated locally, however, goes, far deeper than that. The personnel has made a study of its job, and through the handling of thousands of people a year has made an analysis of the types of persons who seek placement, and has come to an understanding of the problems of the person who is out of work. The superintendent and his corps of assistants have attained an intimate knowledge of human relationships and they are able to size up applicants through a series of intimate interrogations to ascertain qualifications and aptitude. This is the type of business service that goes beneath the surface and that renders to all concerned a definite, thorough, and intelligent cooperation.

The operation of the office evidences strong progressive policies and efficient administration coupled with a desire to give maximum attention to the needs of all who are served by it.

It is impossible to place in positions all the people who apply, or always to send to prospective employers just the kind of persons they desire. There can be no perfect system if the wheels of industry are to be kept moving, but the constant effort is to do the very best that can be done with the material at hand.

The Harrisburg Chamber of Commerce is constantly in touch with the Employment Office and has worked with it in a number of matters for the benefit of the community. Officials of the State Employment Office are able to advise as to the labor situation and prospects, as to the possibility of an increased floating supply, and to prophesy potentialities. This is especially valuable at such times as the Chamber of Commerce is communicating or interviewing prospective new industries for the Harrisburg community. The superintendent and his assistants are well informed, have their fingers upon the pulse of progress, and are able to give reliable and helpful advice.

Such counsel from a State Employment Office has far more substantiality than if it came from an independent source, so that the Employment Office in that respect means much more to Harrisburg than the average observer might think.

To the man who has been long employed by one concern and loses his position when the concern goes out of town, consolidates, or for some other reason ceases operation, the Employment Office is of inestimable value. To the type of person who has been a steady worker and for some reason changes his position, and must find another, it is of great help.

Because of its long operation, the Employment Office now supplies not only skilled and unskilled labor, domestic help, clerks for department stores, laborers for construction, seasonal assistants for farmers, but it also places a large number of technically trained people: stenographers, engineers, accountants, and many others.

The man who is idle knows where he can apply for available positions. Employment is thus encouraged. The man is given something to do. Idleness is destroyed and crime decreased. The Employment Office, therefore, becomes a social bulwark. It means that there exists in the community another institution whose aims are constructive and whose work proves this daily.

With a direct contact between the employer and the employe, a personal touch supervised by people who know the needs of the employer and who are able to recognize the qualifications of the applicant, a clearing house for all types of employment, technical, trained, skilled, unskilled, permanent, and temporary, the State Employment Office renders a most valuable service.

The semi-monthly reports of the Bureau of Employment of the Department of Labor and Industry are an important service, and increasing recognization is being given by employers of this phase of the work of the State Employment Bureau. This bulletin is prepared with skill, written in terse, commanding style, and taken with other factors, is a barometer of business. The Chamber of Commerce uses this semi-monthly report together with business publications and charts, the comparison of building permits, post-office receipts, bank clearings, and other indicators, to determine conditions in the city.

Enjoying the contact with the officials of the State Employment Office, as the Chamber of Commerce does, it would suggest that employers could make more use of the Employment Office by placing their problems squarely before the superintendent and his assistants, telling exactly what they want, and then utilizing the knowledge and experience of the office staff in the selection of the people they contemplate employing. The State has provided this agency and a more complete use should be made of it and its personnel.

We would also suggest that more publicity might be given to the Bureau of Employment and its possibilities. There are scores of human-interest stories of the manner in which applicants are received and placed. The publication of these stories might lead others to take advantage of the opportunities afforded, which are without cost. In this connection, if additional appropriations were available, it might be well to subdivide the office at the corner of Second and Chestnut Streets, so that certain types of applicants could be grouped and interviewed personally and separately from other groups. This would bring about a more intimate relationship and might result in additional facts being procured bearing upon the definite qualifications of the applicants.

It would seem to us from an observer's viewpoint that perhaps the Employment Office would be more inviting if it were located on the ground floor. These suggestions are offered merely for the consideration of the officials concerned, and with the full knowledge that their own experience would lead them to adopt the best methods for improving their own service.

Contented employment is one of the fundamentals of our economic life. If assistance can be given by people equipped and trained to render an intelligent and complete service, opportunities for proper employment are enhanced to a considerable extent. If the employer who needs people can rely upon the agency to select for him the best type for his particular purpose from the material at hand or in pros-

245643

pect, he will have greater confidence in his own force and will be relieved of employment worry. Our own contact with the people who are doing this job in Harrisburg leads us to the conclusion that this is being done efficiently and well.

THE STATE EMPLOYMENT OFFICE IN JOHNSTOWN IS THE CLEARING HOUSE OF INFORMATION CONCERNING EMPLOYMENT CONDITIONS

By Harry Hesselbein,
*Managing Secretary, Chamber of Commerce,
Johnstown, Pennsylvania*

A fair question deserving a fair answer. The State Employment Office in Johnstown means conservation of the time of the worker seeking employment because it brings him into immediate contact with employment opportunity. It means the conservation of employers' money because it has demonstrated its ability to reduce labor turnover. It is an efficient service that has stabilized labor conditions generally and been of great economic value to the community.

Nothing so destroys the morale of the man in search of employment as the peddling of his services from door to door. This is especially true of the man who by reason of education and training is mentally equipped to perform an efficient service in business and technical vocations. Observation has shown that the unwillingness of man to engage in this peddling process increases in exact ratio with his intellectual attainments. He has, in many cases by dint of hard study and considerable sacrifice, prepared himself to do well a piece of work requiring special knowledge, and quite naturally the thought of marketing his services as a peddler sells from the pack on his back is abhorrent to him.

It is necessary, therefore, that there be some central agency with which he can file the record of his qualifications and to which the man seeking that particular class of service may apply for it. This agency should offer a service free of all cost.

In view of the fact that society generally benefits from labor satisfactorily employed and suffers correspondingly when there is unemployment to any considerable degree, it becomes a proper function of our State and Federal Governments to supply and support the agency through which the man seeking the job and the job seeking the man may be brought together.

This the State of Pennsylvania has done, and in Johnstown it has been attended by a gratifying degree of success. The Johnstown office has become the clearing house of all information concerning employment conditions, it has achieved an enviable record in the placing of the jobless in remunerative employment, it has saved industry many thousands of dollars by eliminating the necessity for importing labor at great cost, and it has effected an immeasurable reduction in unrest among the temporarily unemployed. In short, it has become the most useful instrument in the community for the stabilizing of employment conditions.

The Johnstown office has made very satisfactory progress in the effort to enlarge its service by the inclusion of trained technical workers in its employment opportunity program. Previously its efforts had been confined largely to the placing of common labor, domestic help and other classes of workers ordinarily termed non-professional and non-technical.

More recently, however, an effort has been made to have technical workers file their applications and considerable success has attended the effort to place them. Naturally, the degree of success achieved in this field depends largely upon the willingness of business and industry to file with the office their requirements.

The service, therefore, can be enlarged and improved only through the cooperation of the employing element. That this cooperation should be readily forthcoming might be regarded as a foregone conclusion, and yet it has been found necessary to employ persuasive methods to secure it.

To obtain this cooperation, then, becomes the task not only of the Employment Office, but also of such organizations as Chambers of Commerce, service clubs and others. The Chamber of Commerce, because of its close affiliation with business and industry, can be an especially effective instrument in the promotion of cooperation with the Employment Service. They should, at their membership meetings, in their bulletins to members, and in the contacts of their officers with merchants and industrial executives, use every means to acquaint the latter with the character of the service offered by the Employment Office and urge the closest cooperation therewith. The fact is that the kind of worker they require can thus be obtained without resorting to the expensive and frequently unsatisfactory method of advertising in newspapers and technical publications. Another advantage to the employer in this method is the fact that he need not interview large numbers of applicants to ascertain their qualifications for the position he has to offer. The Employment Office, having a complete record of the qualifications, technical training and general educational equipment of a number of applicants, as well as the exact requirements of the position which is open, is usually able to select the right man for the job. This conserves the time of the employer and of the numerous workers who might apply unsuccessfully for the position. That it also saves the self-respect of those who might be unsuccessful is obvious.

It is true, too, that the Cooperative Representative Council organized in Johnstown has contributed a splendid service in bringing about a closer understanding of and cooperation with the Employment Office. The Johnstown office has been very ably managed by the present superintendent and has won the confidence of labor seeking employment as well as employers seeking labor. Other offices can be made equally effective in their work, if

A well-chosen Representative Council is selected to act with it in an advisory capacity,

They have the support of the Chamber of Commerce and other business organizations.

They are adequately supported by the press,

And, most important of all,

They are efficiently and conscientiously managed.

FILLING LANCASTER'S EMPLOYMENT NEED

By Robert Waddell

Associate Secretary, Chamber of Commerce
Lancaster, Pennsylvania.

Since June 1, 1924, the superintendent of the Cooperative State Employment Office in Lancaster has been spending four hours each week day morning at his desk in the Y. M. C. A. Building acting as father confessor to and adviser of men and boys out of jobs. By October 1, 1926, he had listened to the pleas of 4,791 job seekers and had placed 2,063 of the 2,750 applicants.

But greater far than the service indicated by these figures is the successful effort made to influence men and boys to increase their earning power by taking some form of specialized or vocational training available in Lancaster at little or no cost, to fit themselves for better jobs.

Within the last year the superintendent has had 826 vocational interviews, the results of which have been noted in many enrollments in the various specialized and vocational courses to be had in Lancaster. This type of service, particularly in cooperation with the Community Service Association and the American Legion, has done much in the rehabilitation of individuals and families stricken with physical disability and consequent unemployment.

The formation of a branch of the State Employment Office in Lancaster concentrated the scattered and haphazard employment efforts formerly exerted by various organizations; and was made possible by equipment, stationary, and some financial return provided by the State; quarters and a secretary provided by the Y. M. C. A.; and franking privileges by the Federal authorities.

This office in addition to furnishing a much-needed central-clearing house for employment needs extended the field for both local labor and local employers by offering state-wide facilities through other branches of its kind in the State for the interchange of labor as the needs of the several communities varied.

The local office has economized time and expense by selecting men sent out on the basis of vocational fitness, and also functions as a ready information bureau on all questions concerning legal regulations applying to the employment of various types of labor, particularly in connection with women and children.

The superintendent in connection with his employment office duties is advised by a council of representatives from the various types of labor and civic organizations from which he gains a larger viewpoint, enabling him to render wider and more intelligent service in aiding high school and college graduates to obtain their first jobs suited to give them groundwork towards their ultimate life employment, and in aiding the farmers of Lancaster County in procuring extra harvest hands during the slack industrial season of the city. The Lancaster office has been functioning remarkably well considering the part-time basis upon which it is operated.

Should the Lancaster office ever go on a full-time basis there would be much room for helpful publicity work in informing the general public, both employer and employe in Lancaster City and County, concerning the type of service the office is rendering. Right now, however, both the two hundred local employers each year who use the service of the office, and the more than sufficient supply of applicants for jobs that report from day to day, furnish more than enough work to keep the local superintendent busy during the four hours of each business day morning during which the office is open.

THE TEMPORARY CESSATION OF THE STATE EMPLOYMENT OFFICE EMPHASIZES ITS VALUE TO MCKEESPORT

By W. A. Cornelius

Manager, National Tube Company, McKeesport, Pennsylvania

For more than a year the City of McKeesport was without the service of the Cooperative State Employment Office. It was because of the temporary cessation of this service that the people of McKeesport, especially the employers of labor and the men and women seeking employment, were brought to see its value.

The matter of bringing together the man or woman seeking a job and the one desiring to employ such person was attended to in a haphazard manner by such organizations as the Y. M. C. A., Chamber of Commerce, Knights of Columbus, Elks Club and the churches of the city. As a consequence, there was a great over lapping and inefficient handling of this most necessary phase of welfare work.

While the big employers of labor in the city have their own employment departments, there was a great number of smaller employers and individuals who were handicapped in securing men and women for their work, because there was no centralized office to help them. This situation obtained until a cooperative arrangement for an employment office was effected by the efforts of the State Bureau of Employment and the McKeesport Y. M. C. A. The State was to supply office equipment, stationery, and pay a small sum toward the salary of the placement clerk. This arrangement was entered into by the Y. M. C. A., and a conference called to which were invited all employers of labor in this city and vicinity. An address was made outlining the work of the Bureau of Employment. The local employers were urged to take advantage of it in every way possible. As a result of this meeting an office was opened in McKeesport which has fully justified itself. There is now provided in McKeesport an office for the general public and a centrally organized, supervised service for the use of employers and persons seeking employment, both men and women. We have received many calls from big plants that have their own employment departments, and have served the smaller employers including the business houses, and also provided the homes of the city with domestic help.

The fact that the office is in the Y. M. C. A. Building, whose doors are never closed, makes the service available not only for the hours advertised, from 8 to 12 o'clock in the morning, but practically every hour of the day and night. This office has not only been able to help men and women find jobs, but in various ways has, by advice and volunteer assistance, been able to keep together families that otherwise might have been broken up. Through the cooperation of the State Employment Office of McKeesport, the Y. M. C. A. not only gives this service to employers, but also is at the disposal of those seeking a job, giving the free advice and service of the various specialists employed by the association. Through this office and the help of the Y. M. C. A. quite a number of foreign men have been enabled to take out their citizenship papers.

The service of this office could doubtless be improved and increased if the office were to have one man devote eight hours a day to the job. As it is, our placement clerk gives only four hours,—8 to 12 o'clock in the morning, which necessarily curtails a larger expenditure.

From our experience, we believe that our service can be improved and increased by keeping it before the employers of labor, both large and small concerns. The most effective way that we have discovered is to have conferences of employers, employment superintendents, and others to discuss the betterment of the work. This also furnishes an opportunity for the various heads of employment agencies to get better acquainted, and is of great value in carrying out the contemplated service of a State Employment Office. The bulletin that is issued by the various offices is certainly another way of adding to the effectiveness of the service. The visits by the State Director, checking up the work of the local office, and throwing out suggestions which are most helpful to our McKeesport project is another much appreciated and necessary method of improvement. We have found that the local newspapers are at all times willing to give us free news items pertaining to the needs, and showing the service rendered by the Cooperative State Employment Office. This, perhaps, is the best meduim for advertising our work, and invariably brings its returns.

COOPERATION OF STATE EMPLOYMENT OFFICE AND Y. M. C. A. STANDARDIZES EMPLOYMENT SERVICE IN OIL CITY

By V. A. Redfield

General Manager, Citizen Light and Power Company,
Acting President, Chamber of Commerce,
Oil City, Pennsylvania

One of the policies of the Oil City Young Men's Christian Association since its beginning has been the assisting of persons in securing employment and the finding of persons for those employers who were looking for men, as well as rendering service to the community in general.

Each year a number of persons were helped, but only in a limited way as the association was working alone and had no official connection with any employment organization. This service as rendered by the Y. M. C. A. was free to whomever requested it.

Information was received relative to the service of the Department of Labor and Industry in cooperation with the Young Men's Christian Association in serving the public through a cooperative arragement. A meeting was held with the director, resulting in the opening of a Cooperative State Employment Office in Oil City, Pennsylvannia.

Through its connection with various employment offices of the State connected with the Department of Labor and Industry, a much wider field of service was opened. When employment was at a low ebb, a number of skilled mechanics were placed in jobs out of the city thereby tiding them over during the depression.

A daily clearance report sent to the director of employment at Harrisburg, with daily letters from him of the requirements of other State offices, provides an excellent avenue for the dissemination of employment needs.

On account of the numerous services provided by the Department of Labor and Industry, the Cooperative State Employment Office in Oil City has provided a real service to the community. Weekly and semi-monthly reports are received which give accurate statements of business conditions in the various cities of the State in which the Commonwealth of Pennsylvania operates employment offices. This information is of value in many ways.

In Oil City there were a number of organizations trying to find employment for women. Through an arrangement now completed with them, all requests for female help and employment have been transferred to the State Employment Office, thus better serving all concerned.

A large list of classified applicants on file and the ability of the state office to quickly fill requisitions for employment have been the biggest helps to employers of this district. The public utilities companies have received real service, this being made possible by use of telephone, or by going direct to home of applicant and seeing that the men required were on the job in a very short time, in many instances less than one hour.

One of the big helps in being in cooperation with the Bureau of Employment, Department of Labor and Industry, of the State, has been the ability to secure men of high calibre, as well as semi-skilled persons and laborers.

The Cooperative State Employment Office of Oil City has been able to tide over cases of unemployment during slack times by putting those out of work in touch with jobs in other cities. This arrangement has not worked a hardship on local industry as practically 100 per cent of those sent out of town returned to their regular local jobs as soon as business conditions improved and their local plants sent for them. From an economic standpoint this is a worth while proposition.

Only through the full and hearty cooperation of industry can this service be improved and increased. In some plants there are well-organized employment offices that hire the various classes of labor required for their respective plants from the number applying to them each day. If the plant employment offices were instructed to call upon the local State Employment Office for their requirements, and this arrangement were broadcast through the newspapers and other sources, all job seekers would apply at the State Employment Office, and it would then become the local clearing house for labor requirements. This would not detract from the plant office but would widen its field by placing it in a better position through the daily clearance report service.

As most business realizes the value of advertising and seeks to sell its products through the medium of advertising, it might be well to outline an advertising policy in each territory served by each office telling of the real service offered, and stressing the relationship of each State Office to all others, and how this relationship increases the possibility of securing employment. This advertising might be done by the use of posters, newspaper write-ups, stereoptican slides, bulletins to employers, and other methods.

WHAT THE STATE EMPLOYMENT OFFICE MEANS TO THE GIRLS AND WOMEN OF PHILADELPHIA AND TO EMPLOYERS

By Linda S. Patton

Employment Division, Curtis Publishing Company, Philadelphia, Pennsylvania

This is an age of service, as even the most unthinking person will admit, though we are beginning to take most of this service for granted and are rarely conscious of it except when some accident results in a temporary deprivation. We have become so accustomed to our steam heated houses and apartments, our telephones and telegraph, our electric cooking and cleaning appliances, that we no longer regard them as luxuries, but merely as the necessities of every day existence. And so, perhaps, we may be inclined to pass over and take for granted one of the greatest forms of service, a service which is offered without charge, fee, or gratuity of any kind, and for which "Service Stations" are maintained in all of the cities and larger towns of the State.

To work, to eat, to have some hours for recreation and pleasure, and to sleep, constitute not only the day of the average person, but life itself,—day after day, month after month, and year after year. To lack any one of these four things is to be without one of the prime requisites of life, and unfortunately, three of these necessities are entirely dependent on the fourth,—work. The unlucky individual who is unemployed and has no money with which to purchase food or indulge in pleasure is apt to be too much harassed by worry to find refuge in sleep,—so, on work depends life, health, and the pursuit of happiness. Work is basic. There can be no progress, no achievement without work.

The old saying that the world owes us a living is true in one sense at least,—there is a place somewhere for each and every one in the scheme of things if we can only find it, a niche which we can fill satisfactorily and in which we will be contented. But as many of us know, it is very difficult sometimes to find this place and the bewildered worker may hunt for days and perhaps weeks unable to locate the kind of employment for which she is fitted and where she is needed. The State Employment Office offers her a great service, a real help in locating work. It aims to be the specialist who can find for her the kind of work she can do or at least let her know what chances there are for her to find it, in the particular locality where she happens to be.

Let us consider what the State Employment Office means to the girls and women of Philadelphia. First comes the problem of vocational guidance. The young girl of today, leaving school, bright, enthusiastic, and eager, is in demand everywhere. The prospective employer sees in her the potential employe: what he can train her to become, and as a woman's business life is very often limited to the pre-matrimonial years, employers feel that in hiring her at the outset, they gain the benefit of her best and most productive period. The problem for these girls is not the immediate securing of a position, for there are usually a number available, but rather in the selection of the kind of work which will afford them a future and give them a course in the best of all schools,—experience. While it is very difficult to accurately determine just what line the undeveloped abilities of these young girls may eventually take, it is possible to discover if they have shown in their studies any peculiar or outstanding ability and to help them obtain the kind of work which will develop this talent. For the girls who have never shown more than average ability or liking for any study, and they are legion, it is well to recommend to them any kind of detail work which will develop patience and accuracy and give them a chance to find themselves later on.

One of the reasons which brings to large concerns many of the girls just starting out in business life is the reputation of employing girls of high calibre, education, and refinement; and also the parents' knowledge that working conditions will be the best, physically and morally. However, it is impossible for the large firms to employ them all and many must seek positions elsewhere. The State Employment Office through its wide knowledge of the city, can direct these girls to other desirable positions with smaller but equally reputable concerns, positions which they could never find by themselves and of which they might be doubtful without recommendation, for in fact, young girls really want references regarding prospective employers, and parents have a natural dread of having their daughters work in unsuitable or perhaps questionable environment. The State Employment Office is facing this problem and helping to solve it every day, consulting with both parents and employers, and making sure that the working environment of the girl is all that the parents could wish.

The State Employment Office can also protect girls from exploitation in wild-cat schemes. If an employer wishes girls to deliver samples of soap from door to door, they should understand exactly what they are to do and not expect that they will be saleswomen behind the counter of a store. The wages and hours should be carefully explained before going on the job and these statements backed up by fact.

Trained women, possessing skill and experience, should know and appreciate the service which the State Employment Office renders them. To sell their services to the best advantage, they must know where positions exist, what market price they can command and whether vacancies are numerous, enabling them to wait and perhaps hold to a certain price, or are very few and difficult to locate. As the State Employment Office views the city as a whole, it can forecast for the experienced woman just what her chances will be to locate suitably and quickly.

To the middle-aged or older woman, the State Employment Service is a tower of strength. Many of these women lack training of any kind and have been thrust into business life through reverses, many are widows and some are trained workers, who after giving years of faithful service to some concern, find themselves out of work because their firms have gone out of business or their employers have died. With nothing but letters of recommendation and perhaps slightly antiquated ideas of business methods, such workers find themselves hopelessly outdistanced by younger women who have their best years in front instead of behind them. The State Employment Office has made a careful survey and study of the city in order to locate the employers who are willing to discount the years and the graying hair, in favor of the willingness, gratitude, and fidelity which the older woman so often brings to her job; who can turn a complacent ear to the garrulous details of health, knowing that his work will receive the same pathetic attention to detail; who avoid hurting these overly sensitive natures, appreciating the equally sensitive honor which does not waste an employer's time or material and would not appropriate for personal use even a postage stamp unless they had honestly paid for it. The State Employment Service knows all the places which only older women can fill; the home vacancies; the institutional positions which young women would not consider and the odd jobs here and there, where a few additional years help instead of hindering. If we could canvass our big city today, we would find hundreds of these older women who owe to the efforts of the

State Employment Office, the home work or little job which has kept want and desolation at bay.

In order to keep an accurate record of the numerous applicants a card index is kept on which are listed age, education, experience, and any particular qualifications. A record is also kept of every firm or individual employer who has registered at any time with the State Employment Office. If an unusually well-qualified applicant comes in, and there is no call from an employer for her particular type, the telephone is used and various firms are called to find out if they can employ her. Thus the demand may be anticipated and a girl placed at once, who might, if permitted to leave the office, lose several days or perhaps a week of precious time.

What the State Employment means to the Employers of Philadelphia.

The State Employment Service is valuable to employers as a source of supply and the degree of value depends on how well they make known the needs and requirements of their particular lines of business. The importance of an Employment Department to a firm of any size seems to be generally conceded, but its value is predicated on a close and careful study, not only of the work to be done, but the types of people who are acceptable to managers and foremen, and who will fit into the organization.

To find people who are capable of performing a certain kind of work is relatively easy; to select those, who are not only capable, but will be happy and satisfied while doing it, is a more difficult matter, yet it is the root and base of all successful employment work.

Thus around the skeleton of the work, we must consider the flesh and blood of the organization, the people with whom the applicant is to work and of which she must become a part, the nerves and muscles or managerial force which animates the whole and makes it a living, sentient body governed by the head. The new person must be taken in and assimilated, as nourishment is by the body, must become part of this working whole, or she will "run like poison through the blood" and become a disrupting, disorganizing influence. Can we then blame the employer for clinging to his ideas or ideals of what he wants?

This point of individual preference is of immense importance in the scheme of things; in fact, so vital a point is it with most employers that the skill or ability of an applicant makes little impression if her personality and appearance are disagreeable or repulsive to his tastes. But how fortunate that tastes differ so greatly. The quiet, capable girl, highly valued by many employers seems lifeless and phlegmatic to the man who likes the quick, snappy type, and the soft, feminine girl, however capable, looks all wrong to the man who visualizes brains as existing only behind a high forehead with plainly banded hair. While the State Employment Office could not begin to study all the small preferences of the hundreds of employers with whom they deal, they can understand in a general way, the type desired and save the applicant time and disappointment by not sending her after positions for which she is physically or temperamentally disqualified.

The uselessness of recommending applicants who do not fit an employer's ideas of the kind he wants, reminds me of a young man who was doing employment work during the very trying period following the war. He was successful in interviewing and recommending men, but had no luck whatever with girls, who were almost invariably rejected. The reasons seemed in many cases evasive and inadequate, consisting mostly of remarks such as "Do not think she will stay," Not quite our type," "Hardly strong enough" and similar excuses. The forewoman who was hiring the girls was noted as fair-dealing, considerate and unusually pleasant to those under her control, but she had certain fixed ideas regarding personal appearance and conduct and a slightly unreasonable hatred for rouge, powder and blousy hair. She would not employ married women, believing them irregular workers, and while she never gave these reasons for rejecting girls, they were nevertheless behind all such refusals. The young man who began to be annoyed and worried by his consistent failures, was made acquainted with these facts and told to proceed along lines which would please her. A little later he joyfully announced to a co-worker that he had found the right girl for Miss Blank, the forewoman.

"Did you see that girl I just sent up? Well, I certainly did a good piece of employment work with her. I got her to go over in the corner and wipe off all that lipstick stuff and tuck her hair up under her hat. She managed to let her skirt down a little so it didn't look so bad and put her wedding ring in her pocket. Then I sent her up and I bet she'll be taken." And she was—but he had to be convinced that it was not good employment work to give an employer everything that she didn't want, dressed up to look like something that she did.

The immense saving of time and labor to an employer by the State Employment Service is becoming more fully appreciated. By placing an advertisement in the "Help Wanted" columns of the city papers, any employer can easily secure, in a few hours, many applicants of all ages and degrees of ability, but there is much labor involved in winnowing through the chaff to find the grains of wheat possibly concealed there. Considerable expenditure of time and effort must be made to talk to fifty applicants in the hope that the fifty-first may show signs of promise; so employers should be glad to turn to the State Employment Office and say, "Send me a girl for that vacancy in our Supply Department. You know the kind I want."

In the matter of wages, the State Employment Office can render most valuable service to employers by keeping before its applicants the market price which their particular type of ability commands. This avoids haggling or bargaining on the part of the employer, who may be perfectly willing to pay a "going" wage, but does not wish to be considered a grinding tyrant if he refuses the fancy price demanded by some applicant who has an inflated idea of her own superior skill or talent. In one instance recently a certain office laid off a number of workers, more or less skilled, but whose salaries were decidedly above the present market price. One young lady made a round herself of various large firms, asking a figure equivalent to what she had been recently receiving, and on refusal, expressing herself in language more forceful than polite, regarding the "grinding policy of big firms, making large profits and paying small wages." When this young lady eventually reached the State Employment Office, she heard the truth regarding what employers, big or little, were paying girls of her calibre and it was then, and then only, that she realized the truth of the situation and was willing to take a position at the market wage.

Workers from other cities are greatly benefited by consulting the State Employment Office as they can become at once acquainted with the difference in price, if any, which they must expect, and this is often necessary as people from small communities nearly always believe that a big city must offer big wages. They may be saved an expensive change of location if frankly informed that they are probably as well off in their own home towns.

The State Employment can also do quiet but effective work in helping to reduce turnover by talking to and advising girls who wish to change their positions because of the erroneous belief that other firms are offering more money or shorter hours. Many of these girls are disgruntled for purely imaginary reasons and if told that a change will not bring them higher wages or brighter prospects, they return to their jobs in a better frame of mind and with the honest determination to make good. Many girls can be salvaged in this way who would speedily drift into the "floater" class, always looking for the perfect job which does not and cannot exist.

The cooperation of employers in sending to the State Office the workers who do not fit into the peculiar requirements of their own organizations should also help to increase the value of its service, by making it the employment clearing house of the city. When a firm for any reason, is obliged to reduce its working force, a call should be given the State Employment Office and the girls referred there, so that if there are other vacancies in that line of work, these trained workers may be transferred at once. If no positions of this kind are listed, by calling on other firms in that business it is sometimes possible to place a few girls, and in this way, by locating one or two, here and there, eventually all are absorbed.

In taking care of the less desirable class of applicants, (always one of the biggest problems which the State Employment Office must face), workers of little skill or undesirable appearance and manner, every effort is made to place them in the kind of work they can perform. House to house canvassing, distributing samples, packing, filling bottles, nothing is neglected which will offer the most unpromising applicant a job of some kind.

Recently, you may have noticed on our streets a novelty in the shape of girl taxi drivers and as these feminine drivers piloted their cabs in and out of the maze of traffic, the casual observer may have wondered where and how so many skilled and careful drivers of the gentler sex were obtained. Early in June of this year, the State Employment Office was asked for help of this kind by a certain taxicab company who suddenly decided to embark on this novel venture. By the twentieth of July the first fleet of taxicabs, driven by girls was on the street, manned by licensed experienced drivers, who had successfully passed a physical examination and whose personal and working records had been carefully investigated. One girl was a Wellesley graduate, who had a penchant for driving, four had driven ambulances in France during the World War, and all were of the type who had the safety of their passengers in mind, rather than a passing flirtation with some boy on the street. The uniforms they wore had been made from designs furnished by the State Employment Office, and the employment forms which they signed, had been drawn up by the same office. When the State Employment Office can put over a piece of work of this kind, there can be no question as to what its service should eventually mean to employers of this city.

It may be truthfully stated that there is no more valuable form of public service than that which the State Employment can afford nor any more tangible return for the expenditure of the tax payers' money. In its purpose, scope, and actual performance, we should help the State Employment to live up to its slogan,—"A place for every girl and woman, and every girl and woman in her place."

WHAT DOES THE STATE EMPLOYMENT SERVICE MEAN TO THE MANUFACTURER AND THE INDUSTRIAL WORKER?

By L. W. Moseley

Employment Manager, Electric Storage Battery Company, Philadelphia, Pennsylvania

Since the World War, many industrialists have noted a growing reluctance on the part of the jobber and retailer to order in large quantities or buy futures. It has become common practice in many lines to buy only for immediate needs and leave for the manufacturer the task of carrying stock or speeding up production to meet these spasmodic demands.

It seems to many industrialists that the cost of carrying finished products in stock in sufficient quantities to meet the violent fluctuations in the demand is prohibitive. Their only recourse is to increase production as rapidly as possible in a short time. This results in many industrial workers being employed for limited periods and then thrown on the labor market to find a position.

This creates a very real need for a State Employment Service. The economic loss to the Commonwealth of idle men can be, and is, materially reduced by the service rendered by the State Employment Offices. A service functioning along scientific lines should be in touch with industrial needs, not only in the city in which the office is located, but also, with the conditions throughout the State. They could then allocate the so-called casual laborer to the vicinity where he is needed. This service is performed to some extent now by the private employment exchange but it is economically a State function.

In Philadelphia, many textile and allied industries are located in one part of the city, and it is customary for the textile worker to concentrate his efforts to find a job in that locality. This is naturally good business on his part, but how much better if he could go to a State office and be advised of the various openings in his trade and then apply at the factory that may be most desirable from his standpoint.

This should work out advantageously for the manufacturer also, as, instead of depending on the casual applicant at the gate, he could notify the State office of his needs and be supplied through the central bureau.

Skilled mechanics, clerks, technical men, and those generally regarded as superior types seem to be reluctant to apply to the State Employment Office for aid. This feeling is in a great measure due to the lack of general information as to the functions of the State Employment Service.

The manufacturer who has made use of the service has been convinced of its value. A certain company is located in the northern part of Philadelphia, some distance from the center of the city, and the State Employment Office acts in a great measure for it as a downtown office. The service needs more publicity. The general public should be made more familiar with its functions, and the industrialist would undoubtedly make greater use of the service if he had more general knowledge of its ability to help him.

The location of the office in Philadelphia is ideal but the physical condition of the office leaves much to be desired. Private industry has recognized, pretty generally, that an attractive employment department makes a lasting impression on the worker. Why should not this hold good for the public service? Better physical conditions at the Philadelphia office would very largely increase the number of high grade applicants and would make possible a larger measure of service which the Department is so willing to render. It is possible for this service to be so developed that in the event of its being found necessary to lay off any large number of workers, the State Employment Office would be notified some days in advance and be in a position to help the worker make his readjustment with the minimum economic loss.

WHAT DOES THE STATE EMPLOYMENT OFFICE MEAN TO THE EMPLOYERS OF WOMEN AND TO THE WORKING WOMEN OF PITTSBURGH?

By Miss M. A. Maloney

Employment Manager, Kaufmann's, Pittsburgh, Pennsylvania

The State Employment Office is in a position to give most valuable service to both the employer and the applicant for work. In order to give service the State Employment Office should be well known to the employers of the community. It is necessary that the working public also know this free service for obtaining a position.

After the State Employment Office is recognized in the community, the next step is to learn the different kinds of positions that the various industries and employers have vacant from time to time. The placement interviewer should find out the different duties required to be performed in the various types of positions. Some study should be made of the most necessary qualities the applicant should have in order to fill the position satisfactorily. By doing this, confidence in the judgment of the state employment interviewer would be promoted among the employers, for they would doubtless receive more likely applicants for positions when applying to the State Employment Office for help.

Cooperation between the employer and the State office is essential for getting the requisition for help understood intelligently.

No employer is obligated to employ the applicant referred by the State office if she does not measure up to the requirements. The applicant has passed the preliminary interviewer at the State office and has been sent to a prospective employer for further interview. It is customary in many business organizations to have the applicant interviewed by several people before hiring. Therefore, the preliminary interview at the State office gives the benefit of one other person's opinion.

HOW CAN THE SERVICE BE IMPROVED OR INCREASED

The State Employment Office can best serve employers by sending to them applicants of the kind they want at the time they are needed. By doing this it can demonstrate and prove its value to the community. Desirable applicants are only those who are capable of doing the work required and have the general characteristics and personal qualifications that the prospective employer desires.

The State Employment Office interviewer should be able to weed out undesirable applicants. The time of the employer and the applicant is wasted by sending applicants for interviews who do not measure up to the job specifications and requirements.

To be able to do efficient placement work, it is absolutely essential to know:

The qualifications of the applicant,
The requirements of the job,
The environment the job offers, and also something of the personality of the executive under whose direction the person is to work.

General rules regarding qualifications do not apply. Each job has its own particular demands. "From the job of labor where much brawn and some brain is needed to the position requiring all brain and no brawn, variations of qualifications are legion." However, desirable qualities in all applicants are average native ability, earnestness, loyality, pleasing traits of personality, fair education, good moral qualities, and a courteous manner.

In some positions, appearance means a great deal. Neatness in dress and cleanliness should have proper consideration.

The employment office should have at all times a number of applicants from which to select, for giving to the individual employer exactly what he wants is of the highest importance in making for satisfactory relations. *"The only legitimate reason for hiring any man is that he possess the qualifications for his job and will be a good investment for his employer."

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*"The Job, the Man and the Boss," Blackford and Newcomb.

Keeping this thought constantly in mind will be helpful to the interviewer.

The State Employment Office interviewer should make each applicant feel free to use its service and she should use every opportunity to show a personal interest in her. Many times women and girls apply who have good qualities and might be excellent workers, but are rather careless in matters of personal appearance and have an air of indifference. A little timely advice is needed. Frankness with the applicants in pointing out to them their shortcomings,—little things that detract so much from the desirability of applicants, and are so easily corrected,—makes them see themselves as others see them. Private employers cannot become too personal with applicants, but the State employment interviewer is in a position to point out these shortcomings.

The State Employment Office can also help in setting people right regarding what to expect in the matter of salary. Information and advice should be given to applicants who are likely to lose a good opportunity by asking an unreasonably large salary for their services at the beginning. This can be overcome by explaining the opportunities for advancement afforded by efficient service.

Every employment interviewer meets the woman who wishes to do something for which she is not qualified. By finding out her real qualifications, and giving her proper advice, much good can be done.

To improve the service, I would suggest more personal contact between those in charge of the State Employment Office and the individual employers:

By visiting the places of business and having short conferences with the employment manger or executive who does the employing,

By getting more detailed information of job requirements and specifications, and

By finding out exactly what the job requires as to education and other qualifications.

TESTS

It would be advisable to give tests to applicants who are being considered for certain positions:

Tests for typists, stenographers, comptometer, bookkeeping and adding machine operators,

Arithmetic test,

General intelligence test.

After doing this the State employment interviewer would have a better knowledge of the applicant's capability.

To still further extend this service to the public, it should have better and more publicity. I feel sure that a large number of people still think that the employment office for women places only domestics. They do not know of the Women's Section of the State Employment Office for interviewing and placing women for higher types of work.

From personal experience, I can frankly say that the Pittsburgh office of the State Employment Bureau has cooperated efficiently at all times, and shown eagerness and willingness to serve.

THE STATE EMPLOYMENT OFFICE IS THE BEST SOURCE OF LABOR SUPPLY

By R. L. Wilson

Works Manager, Westinghouse Electric and Manufacturing Company, East Pittsburgh, Pennsylvania

One of the outstanding services which the Department of Labor and Industry has rendered the citizens of the State of Pennsylvania is the establishment of employment offices throughout the Commonwealth. These offices have been carefully organized and officered and have been made use of by many employers and large numbers of men and women temporarily out of employment or seeking opportunities for bettering their condition.

The office in Pittsburgh serves an important industrial district known as Western Pennsylvania, and has become a valued institution in that locality, and has an enviable record of performance extending over the period during and since the War. Its location, from a geographical standpoint, is ideal for carrying on the work in the region, being situated near the business center of the city and in close proximity to all railway stations and street car lines. The office is well equipment and arranged, and the attendants are courteous, interested in their work, and competent. The superintendent and his principal assistants have had experience in dealing with the human element and industrial problems, and they keep themselves posted on the labor and employment situation in the district.

The feature which probably most strongly commends the State Employment Office to the many seekers of employment is the fact that it is a public institution. Too often they have had occasion to question the ethics of some private agencies and for similar reasons employers have found it advantageous to support and deal with the State Office.

It has been arranged that reputable employing concerns may have a representative stationed at the office, where he is given desk room and may personally interview applicants, and explain the advantages of becoming associated with his company. This has been found to be a valuable asset to the employer.

The most valuable function of the Employment Office is, of course, the assistance given to those applying for work, more especially those who may come from distant parts—some through the spirit of wanderlust, others through reliable or unreliable information, but who flock to the industrial centers at times in large numbers in the hope of employment. The Department is, at all times, in a position to give definite information as to employment conditions and to intelligently aid those applying. It has saved many a man useless traveling from plant to plant, spending money with no chance of securing work, thereby not only sparing the man, but avoiding useless and costly interviews at the various plant employment departments. If there is any doubt in the minds of those at the head of any of our industrial organizations as to the value of these offices to industry or the appreciation of the applicants, a little time spent at the State Employment Office, or inquiry of those who have used its services, will readily convince them that a real benefit to industry is here provided.

The company with which the writer is connected has had a representative at the State Employment Office for a number of years, and we feel it is one of our best sources of labor supply. It gives our agent the opportunity of personal contact with the various industrial organizations of the district, thus making available first-hand information as to the labor situation from every angle. The personal interviews which our representative has with applicants has been valuable in several ways. For instance, the saving of time and money, and useless interviews at the plant office, is worth all the effort expended at the State office. In times of emergency, and more especially when a demand is made for skilled help, we have been in a position to secure some desirable help through this association.

Another advantage which we gain is the opportunity we have of explaining to large numbers of persons the advantages of employment with our concern, either at the present or at a later date. There have been numerous instances of men sending their friends, or writing in regard to being employed, and we feel sure that the pulicity given us through this source has been the means of bringing hundreds of applicants from all parts of the country.

During, and immediately following the World War, the State Employment Service had much to do with stabilizing employment. That is to say, in preventing unnecessary movements or migrations of men from one locality to another. While no very apparent efforts are being made along these lines now, it would seem that considerable might be accomplished by concerted action of the various State offices.

As a suggestion for the improvement of the service, the superintendents of the offices and their staffs might well be given more help so that they could spend more time in getting personal contact with the various industrial organizations in the district. Observations lead one to believe that while this does not detract from their very efficient work it does seem that time expended as suggested would be beneficial to both the State Department and the industrial organizations visited.

The State Employment Office might also profitably organize a follow-up system, that is, have a check made, say in possibly one, two or three month periods, as to the stability of their placements. While this is not offered in the spirit of criticism, it has been our observation that they have no such system. Therefore, it seems as though they are overlooking one point which, if carried out effectively, would be a true measure of the Department's value to industry and the citizens it serves.

In general, it can be said that a fine cooperative spirit by the officials in charge of this work has been manifest and industry has profited and many men and women are better placed than they probably would otherwise have been.

FULL APPRECIATION OF STATE EMPLOYMENT OFFICE IS FELT WHEN ITS DISCONTINUANCE IS SUGGESTED

By J. B. Mullen

Industrial Secretary, Chamber of Commerce,
Reading, Pennsylvania

Things of value are seldom appreciated fully until the possibility of losing them becomes apparent.

When announcement was made, some months ago, that the Reading office of the State Employment Bureau would be discontinued, because of the failure of the Federal government to make its customary appropriation toward paying its expenses, interest was aroused among the most cosmopolitan groups, and in sources which rarely, if ever, took cognizance of the existence of such an advantage to the city.

The press sprang to the support of the office; the Chamber of Commerce, trade unions, and representative manufacturers all became anxious and a meeting was called at once to determine what could be done to save this asset to the city.

Consequently, for the period of one week the Reading Employment Office occupied the top headlines of the local newspapers, and even appeared in telegraphic news bulletins.

Yet, as a general thing, the publicity accorded to this work has been confined to one-inch, inside page items, appearing at stated intervals, and annoucing that * * * * persons secured employment through the State Employment Office here this month.

The moral is plain: we do not fully appreciate the things which add much to the welfare of our community until we are in danger of losing them.

Thousands of persons have secured work, or gained advancement in their specialized lines of endeavor through this agency, and the best tribute to its services to the community was paid on a day when a final conference to determine its future was held with Secretary Lansburgh and members of the local committee in the Reading office.

Here sat representatives of the Chamber of Commerce, trades unions, manufacturers, and other employers; shopmen's representatives, social service workers, and other men and women representing every major branch of the city's activities, and all agreed as a unit that the loss of the State Employment Office would cause a lapse in a tremendously good work that had been carried on for many years, and that such action would truly be an irreparable calamity.

Such, then, is the opinion held by the employer and employe alike regarding the services of the Reading office, and it is but fair to assume that this is a counterpart of the opinion regarding local offices throughout Pennsylvania.

The city of Reading is the third industrial city of the state. It has more than five hundred manufacturing plants within the corporate limits of the city; these include a number which are seasonal in activity. It is here that the State Employment Office renders one of its greatest services.

For example, when building operations begin in the spring, a large number of unskilled laborers are required. These same men have been working in other occupations during the winter months, such as tending fires, and can be placed promptly by the office upon filing application. Contractors have not been slow in realizing the value of this service, and their demands upon the local office are increasing every year.

By functioning in this way, the office reduces to a minimum the period of employment which invariably accompanies the stoppage of work and re-employment in another line of activity. Again, arrangements can often be made for the transfer of the employe far in advance, so that often there is no time lost by the individual in changing work.

Its service to the community is great, but this service can be further increased by more cooperation between the employers and the officials of the local office. By informing the superintendent of his intention to curtail his working force some weeks in advance of the time when such a move is to become effective, the industrialist gives this official the proper opportunity to communicate with other manufacturers engaged in the same line of work, and possibly to place many of such employes in other positions without the loss of time.

And this, in the last analysis, reacts most favorably to the employer. How often do we read of thefts committed in industrial plants, traced down to former employes, who have been thrown on their own resources, and generally without employment? Idleness attended by poverty, is one of the greatest incentives to crime, and many plans for law-breaking are hatched out by men who cannot find work, and whose resources are such that they cannot tide over a period of unemployment.

In a number of thefts reported by Reading hosiery mills during the past few years, the trouble has been traced to former employes, many of them out of work for some period preceding the robbery, and the same holds true in other cases.

These facts alone justify the existence of the State Employment Office; they also justify a greater reliance upon and use of the services of this civic advantage to the employer.

The work of the Reading office is one of which its sponsors may well be proud. Seventy-five per cent of the applicants are placed in positions, under normal conditions; indeed, it may be said with safety that any man who needs work, and is willing to try his hand at anything offered, can be placed promptly. More than this is hard to do, and yet the office does do more, for it provides work for hundreds of applicants for specialized jobs yearly, and is now the central clearing-house of information for employer and employe alike.

The Reading office has been called to the attention of every leading manufacturer in the city through the good offices of the superintendent and members of the committee in charge, who have visited the industries and have spoken before the luncheon and industrial clubs of the community during the past several years. The personal visits to manufacturing establishments are of great value, and have established closer relationships between the industrialists and the superintendent that have been far-reaching in their effects.

One point of contact remains to be established: informing the unemployed man on the streets of the benefits of the office, and how he may make use of the facilities provided there. With a record of placing seventy-five per cent of the applicants for work, one would think that this implied immense numbers of applications, but, unfortunately, this is not the case.

It is relatively easy to reach the employer; another method must be taken to establish contact with the employe. It may be through newspaper advertising or by some other manner of appeal, but this must be done if the office is to function at its maximum efficiency. All other conditions are met in the Reading office.

A WAR-TIME ADVENTURE IS A PEACE-TIME ADVANTAGE

By J. Edward Havey
Manager, Sarquoit Silk Manufacturing Company, Scranton, Pennsylvania

One of the greatest problems confronting employers today is to find the right man for the right job. By the same token, the worker seeking employment must try to find that niche which will offer to him the greatest opportunities for the display of his abilities. The solution of this problem has been found in the establishment of what might be called markets where employers can come to buy the services of men and women, and where the latter can come to sell them.

The State of Pennsylvania, long ago having recognized the need for bringing employers and employes together, has turned what was once considered a war-time necessity into a peace-time advantage, and so we have today in the larger cities of Pennsylvania the State Employment Office. None of these has rendered greater services to its community than the State Employment Office at Scranton.

The office was established in 1918 by the United States government in cooperation with the Pennsylvania Council of National Defense, when the government's need for workers in all branches of industry and other activities was imperative to the carrying out of its war-labor program. With demobilization and the letting down of feverish war-time activities, the need for the continuance of such an office was recognized and it has been continued under the supervision of the State ever since that time.

The benefits that the State Employment Office has brought to Scranton should be considered not only in the light of the dollars and cents it has put into the pockets of workers and the services it has rendered employers, but there is also a sentimental factor which should be taken into consideration. This latter phase was strongly shown during the coal srike when not alone the striking miners, but their wives and in many cases their children of working age, were provided with occupations elsewhere through the State Employment Office and thus were enabled to keep body and soul together and maintain a roof over their heads. Another case in point is the situation that arose during the coal strike of three years ago when the Scranton office sent 2500 men, who otherwise would have been without means of subsistence, to Shandaken, New York, where a huge waterway was being constructed between that town and Kingston. This tided the men over and kept the wolf from the door during a most trying period.

A very important point to those seeking employment through the State Employment Office is that its services are given without charge to anyone. Briefly, its mode of operation is this: those who are out of employment register at the office and indicate the type of work they desire. Employers seeking help lay their needs before the office. The office selects from its list of candidates those it considers most fitted for the particular job. In this way it keeps men and women employed and eliminates the private employment agencies of the type that prey upon those who are out of work.

The various State Employment Offices exchange information with one another through the headquarters at Harrisburg, and in consequence a further convenient placing of workers is possible.

The Scranton Office, during its long period of activity, has reached into practically every line of endeavor: it has provided jobs for clerical workers, agricultural workers, domestics, hotel and institutional workers, salesmen, metal workers, clothing and textile workers, machinists, miners, transportation and building trades workers, bakers, watchmen, carpenters and others.

The Scranton State Employment Office merits the hearty support of all of those who have the welfare of their city at heart. It is anxious to have the office used by employers, no matter what kind of work they have to give, and especially those who contemplate laying off some of their help.

Everyone should realize that an institution such as this, which on the one hand assists in keeping the wheels of industry going, and on the other hand provides the wherewithal to workers to keep their families together and to provide them with the necessities of life, deserves the highest consideration and cooperative effort that the community can provide.

WILLIAMSPORT CONSIDERS THE STATE EMPLOYMENT OFFICE AS AN INDISPENSABLE ASSET

By Bruce A. Hunt

Assistant Managing Editor, Williamsport Sun.

The importance which Williamsport attaches to a State Employment Office as an indispensable asset was made apparent several years ago when the threatened discontinuance of the office, maintained during the war and for several years thereafter, became a reality.

The office was recognized as a highly important means of meeting employment problems in Williamsport and a larger territory in Northern and Central Pennsylvania, and the possibility of losing it was strongly protested by both industry and labor.

Finally, however, for various reasons cited by the State, the most compelling of which was lack of funds, the office was discontinued. Appreciation of its value increased when it was lost.

The Young Men's Christian Association, recognizing an opportunity for service to the community, readily accepted the cooperative office plan when it was suggested some time later, and the Williamsport office, one of five operated by cooperative arrangement, was opened January 14, 1924.

The Y. M. C. A. provides excellent office accommodations in its fine new building, also giving free heat, light, and janitor service. The general secretary of the association is superintendent, while a member of the secretarial staff of the Y. M. C. A. is examiner and placement clerk. He devotes four hours each morning to the employment office and the remainder of the day to association work.

Assisted by an advisory council upon which industry, labor, and welfare agencies are represented, the office has been able to supply to its field a service which has become increasingly important and extensive in the period of nearly three years since it was opened.

In 1925 the office had 1641 applicants, 1738 openings and 1452 placements. While these figures speak for the extent of the work, they fail to show the character of service which is supplied, and this is even more important than the actual figures.

Examination of reports discloses that for the most part the office is called upon to deal with the placement of unskilled labor, which in a community such as Williamsport is the most frequent and most perplexing labor problem. Of the 1452 men placed last year, 542 were classified as "common labor" and the majority of other applicants were unskilled in trades.

This class of labor is normally the first to feel the effect of slack times in industry. In Williamsport, which has a great diversity of industries, it is difficult and discouraging for a man to canvass all plants in search of employment, even though there may be an opportunity for him. Acting as a clearing house to meet the supply and demand for unskilled labor, the Williamsport office has been able to deal very successfully with this class of applicant and has succeeded in keeping the number of idle men down to a low figure. It has cooperated with organized charity interests, and in slack times has aided in preventing a severe drain upon charity funds by supplying the deserving applicant an opportunity to earn money, and curbing the confirmed charity seeker.

Another important class of service has been the placement of high school or college boys in vacation jobs or part-time employment, without which they would be unable to continue their education.

The number of employers making use of the office is increasing each year. The larger industries make the most consistent use of its facilities and contractors find it invaluable. There is no time during the year when the office is not important.

The service can be increased and improved, but the first necessity is that the office be placed on a full-time schedule. It has about reached, and at times exceeds, its capacity under the present schedule, limiting operations to the morning hours. The Y. M. C. A. has frequent calls during the afternoons and endeavors as best it can to list requests thus reaching it. It is demonstrated that the office could be kept busy on a full-time schedule and such a change would be welcomed by both employers and applicants for work.

The office is serving the needs of the local community and serving them well, but it has been able to do but a limited work in the eight counties under its supervision. If placed on a full-time schedule it could, through the assistance which newspapers and other agencies offer, greatly extend its sphere of usefulness.

While not within the specified scope of its operations, the office has given valuable service in the placement of women in various lines of employment. The district abounds in industries employing women. Williamsport is without a private employment office taking care of such work and the cooperative office has tried to meet demands coming to its attention. The Young Women's Christian Association has recently established a bureau to try to cope with the female employment situation, but it is recognized that the State Cooperative Office could render increased services if its scope of operations were extended to include women as well as men, and the examiner and placement clerk placed on a full-time basis.

RESUME

By Robert J. Peters

Director, Bureau of Employment

The criticisms of and suggestions for improvements in the State Employment Offices made in the preceding contributions to "Labor and Industry" are wholly fair and are, therefore, well taken. These suggestions and criticisms may be summarized as follows:

1. More publicity concerning both the location and the service of each State Employment Office including also frequent news stories of human interest.
2. Better locations for certain State Employment Offices emphasizing a more central or convenient location in the city and a ground or street floor office space.
3. Better physical conditions for a certain State Employment Office which has a most excellent location.
4. A larger staff for certain State Employment Offices which will make possible more field work, more careful interviewing of applicants, and a more thorough analysis of jobs or positions, as well as a more complete check or follow-up of placements.
5. Full-time service for certain part-time Cooperative State Employment Offices which have outgrown their part-time limits and need full time for the service which they can render.

All these suggestions and criticisms are so sincere and valuable that as soon as funds are available earnest efforts will be made by the Bureau of Employment to put them into complete and general operation.

Publicity

Since it is impossible to increase or extend the service of each State Employment Office in the Bureau of Employment without publicity, publicity of the right type has been resorted to at nearly every opportunity in order to increase the sales of employment service whenever and wherever possible. The following forms of employment publicity have been used:

1. Limited classified advertising concerning special openings and special applicants;
2. Press releases from each local office concerning its work and limited to its district;
3. Signs;
4. Bulletin board notices;
5. Daily news stories in the local papers;
6. Monthly bulletin or survey, issued by six local State Employment Offices and mailed to every employer of five persons or more in its district, as well as to every newspaper in its district;
7. Radio "broadcasts" in Philadelphia and Pittsburgh;
8. Semi-monthly press releases concerning labor, employment and industrial conditions from the Secretary of Labor and Industry;
9. Special press releases from the Secretary of Labor and Industry;
10. Conferences with special groups of employers or employment managers;
11. Calls upon employers or employment managers by representatives of the State Employment Offices;

12. Follow-up letters from the Director of the Bureau of Employment to employers and employment managers concerning the calls made upon them by the representatives of the local State Employment Offices.
13. Periodical and special letters from the Director of the Bureau of Employment to employers concerning the free service from the local State Employment Offices.
14. "Hang-up" cards advertising the Johnstown State Employment Office, hung in the post offices, the Pennsylvania Railroad System stations, and other public buildings in the counties of its district.
15. Addresses by the Superintendents of the local State Employment Offices and by the Director of the Bureau of Employment to clubs, associations, conferences and other public meetings.

Semi-Monthly Reports

For nearly six years the Bureau of Employment has compiled a semi-monthly report based upon concise and specific reports submitted on the first and fifteenth days of each month by each State Employment Office concerning employment, unemployment, labor and industrial conditions in the counties of its district, emphasizing especially the surpluses and the shortages of the various kinds of labor according to occupation or industry in its district. While these semi-monthly reports are compiled primarily for the working knowledge of the Bureau of Employment and of the Department of Labor and Industry, such parts of these reports as may have news value are semi-monthly released by the Secretary of Labor and Industry to the general press. Through the combination of the semi-monthly reports with the daily inter-office clearance reports, it is possible for the Bureau of Employment to have recent and accurate information concerning employment, unemployment, labor and industrial conditions in every district of the State.

Program Of The Bureau Of Employment 1925-1926

The experience of the Bureau of Employment since 1920, and careful investigation during several months prior to March, 1925, showed that the applicants who during unemployment are most helpless and who most need employment service are not as commonly supposed, the lower grades or types of male and female workers who can generally on account of the many openings for their kind of work find employment comparatively easily and quickly, if they will accept it; but are the higher types of working persons, especially technical experts and professional workers, who through modesty or timidity, through concentration upon their specialty or profession, through total unfitness for other work than their specialty, through lack of business knowledge and methods, as well as on account of the scarcity of suitable openings, are unable to see or find opportunities for work elsewhere than in their specialty or profession and are, therefore, practically helpless when it is necessary to find new jobs or to sell themselves to new and strange employers.

Consequently, in March, 1925, a special program or drive was undertaken, upon the Secretary's advice, to increase and improve whenever, wherever and, however possible the employment service for clerical workers, salesmen, and women, specialists, technical experts, professional workers, and executives. Although this special drive or program has been in operation only since March, 1925, it has been fairly successful in its efforts.

RESULTS—1920-1926

During the six years from Januray 1, 1920, to January 1, 1926, the Bureau of Employment received orders for 1,213,523 workers, men and women, and placed into permanent employment during that period 740,643 persons, male and female. In the calendar year, 1925, the Bureau of Employment found permanent employment for 61,569 men and for 16,628 women, making a total of 78,197 persons. 34,170 men and women were placed into employment as common laborers, day workers, and domestic workers. 44,027 persons were placed into employment on farms, in the building trades, in the machinery and metal trades, in mines and quarries, in transportation companies, and in clerical, sales, technical, professional, and executive positions. In the first nine months of 1926, the Bureau of Employment received orders from employers for 65,082 persons and placed into permanent employment 56,140 men and women. The earnings of these persons who received employment through the Bureau of Employment ranged from a wage of 35 cents an hour to a salary of $7,500. a year,

FIVE-YEAR COMPARATIVE STATEMENT OF ACCIDENTS REPORTED

MONTH	1922			1923			1924			1925			1926		
	FATAL	NON-FATAL	TOTAL	FATAL	NON-FATAL	TOTAL	FATAL	NON-FATAL	TOTAL	FATAL	NON-FATAL	TOTAL	FATAL	NON-FATAL	TOTAL
January	152	11,951	12,103	223	16,710	16,933	233	15,280	15,513	200	15,339	15,539	150	12,815	12,965
February	171	10,580	10,751	221	15,276	15,497	181	14,812	14,993	171	14,208	14,379	149	11,958	12,107
	323	*22,531*	*22,854*	*444*	*31,986*	*32,430*	*414*	*30,092*	*30,506*	*371*	*29,547*	*29,918*	*299*	*24,773*	*25,072*
March	172	12,582	12,754	222	15,653	15,875	212	15,989	16,201	158	15,517	15,675	185	15,606	15,791
	495	*35,113*	*35,608*	*666*	*47,639*	*48,305*	*626*	*46,081*	*46,707*	*529*	*45,064*	*45,593*	*484*	*40,379*	*40,863*
April	104	10,185	10,289	196	16,689	16,885	151	13,931	14,082	180	14,251	14,431	146	14,249	14,395
	599	*45,298*	*45,897*	*862*	*64,328*	*65,190*	*777*	*60,012*	*60,789*	*709*	*59,315*	*60,024*	*630*	*54,628*	*55,258*
May	116	9,572	9,688	226	17,384	17,610	157	13,940	14,097	170	14,523	14,693	172	14,521	14,693
	715	*54,870*	*55,585*	*1,088*	*81,712*	*82,800*	*934*	*73,952*	*74,886*	*879*	*73,838*	*74,717*	*802*	*69,149*	*69,951*
June	140	10,532	10,672	188	17,433	17,621	175	14,324	14,499	194	15,656	15,850	163	15,233	15,396
	855	*65,402*	*66,257*	*1,276*	*99,145*	*100,421*	*1,109*	*88,276*	*89,385*	*1,073*	*89,494*	*90,567*	*965*	*84,382*	*85,347*
July	124	10,263	10,387	221	17,749	17,970	185	14,917	15,102	178	16,440	16,618	195	15,586	15,781
	979	*75,665*	*76,644*	*1,497*	*116,894*	*118,391*	*1,294*	*103,193*	*104,487*	*1,251*	*105,934*	*107,185*	*1,160*	*99,968*	*101,128*
August	117	11,871	11,988	216	18,452	18,668	187	14,661	14,848	188	15,141	15,329	184	16,513	16,697
	1,096	*87,536*	*88,632*	*1,713*	*135,346*	*137,059*	*1,481*	*117,854*	*119,335*	*1,439*	*121,075*	*122,514*	*1,344*	*116,481*	*117,825*
September	138	12,307	12,445	173	15,504	15,677	167	14,230	14,397	141	14,428	14,569	233	15,866	16,099
	1,234	*99,843*	*101,077*	*1,886*	*150,850*	*152,736*	*1,648*	*132,084*	*133,732*	*1,580*	*135,503*	*137,083*	*1,577*	*132,347*	*133,924*
October	201	14,912	15,113	207	17,380	17,587	180	15,839	16,019	155	13,982	14,137	170	16,389	16,559
	1,435	*114,755*	*116,190*	*2,093*	*168,230*	*170,323*	*1,828*	*147,923*	*149,751*	*1,735*	*149,485*	*151,220*	*1,747*	*148,736*	*150,483*
November	260	14,824	15,084	163	15,532	15,695	194	13,389	13,583	133	12,273	12,406			
	1,695	*129,579*	*131,274*	*2,256*	*183,762*	*186,018*	*2,022*	*161,312*	*163,334*	*1,868*	*161,758*	*163,626*			
December	195	14,786	14,981	156	14,261	14,417	187	14,018	14,205	141	12,612	12,753			
Totals	*1,890*	*144,365*	*146,255*	*2,412*	*198,023*	*200,435*	*2,209*	*175,330*	*177,539*	*2,009*	*174,370*	*176,379*			

NOTE:—The figures in italics represent the cumulative totals by month under each classification.

PUBLICATIONS OF THE DEPARTMENT OF LABOR AND INDUSTRY

Regulation

Bakeries
Boilers
Brewing and Bottling
Canneries
Cereal Mills, Malthouses, and Grain Elevators
Compressed Air Apparatus
Cone Pulleys and Their Belts
Cranes and Hoists
Dry Color Industry
Electric Safety Regulations
Elevators, Escalators, Dumbwaiters, and Hoists
Emergency Lighting
Employment of Minors
Employment of Women
Explosives (Plants Manufacturing or Using)
Foundries
Head and Eye Protection
Industrial Home Work
Industrial Lighting
Industrial Sanitation
Labor Camps
Ladders
Laundries
Lead Corroding and Lead Oxidizing
Machine Tools
Mechanical Power Transmission
Mines Other than Coal Mines
Motion Picture Projectors, Operation of
Nitro and Amido Compounds (Safe Practices for the Manufacturing of)
Paint Grinding
Pits and Quarries
Plant Railways
Polishing and Grinding
Power, Foot, and Hand Cold Metal Presses
Printing and Allied Industries
Railings, Toe Boards, Open Sided Floors, Platforms, and Runways
Safe Practices Recommendations
Scaffords
Spray Painting (Tentative)
Stationary Engines
Textile Industries
Tunnel Construction and Work in Compressed Air
Window Cleaning
Wood Working Machinery

Special Bulletins:

1. Union Scale of Wages and Hours of Labor—1919-1924
2. Proceedings of the State-wide Saftey Conference—1924
3. Industrial Home Work in Pennsylvania—1923
4. Labor Laws—1924
5. Labor Laws—1925
6. Hernia as a Compensable Accident under the Workmen's Compensation Act of Penna.—1925.
7. Compilation of Elevator, Machinery, and Transmission Accidents for 1924
8. State-wide Safety Conference—1925
9. Union Scale of Wages and Hours of Labor—1925
10. Conference on Women in Industry
11. Industrial Home Work and Child Labor
12. Workmen's Compensation Laws—1926
14. The Department of Labor and Industry, Its Organization and Operation
15. Safety Organizations and Accident Statistics

Workmen's Compensation Board Decisions
Workmen's Compensation Court Decisions

Commonwealth of Pennsylvania
DEPARTMENT OF LABOR AND INDUSTRY

DIRECTORY OF OFFICES

MAIN OFFICES

Harrisburg: ....Office of the Secretary,
Industrial Board,
Workmen's Compensation Board,
Bureau of Employment,
Bureau of Industrial Relations,
Bureau of Industrial Standards,
Bureau of Inspection,
Bureau of Rehabilitation,
Bureau of Statistics,
Bureau of Workmen's Compensation,
Bureau of Women and Children,
State Workmen's Insurance Fund,

BRANCH OFFICES

Allentown: ....Lehigh Valley State Employment Office,
529 Hamilton Street.
State Workmen's Insurance Fund,
304 Colonial Building.

Altoona: ....Cooperative State Employment Office,
Post Office Building.
Bureau of Inspection,
Bureau of Rehabilitation,
Bureau of Workmen's Compensation,
Commerce Building.
State Workmen's Insurance Fund,
Central Trust Building.

Dubois: ....Bureau of Rehabilitation,
311 Deposit National Bank Building.

Erie: ....State Employment Office,
109 West Ninth Street.

Franklin: ....State Workmen's Insurance Fund,
316 Franklin Trust Building.

Greensburg: ....State Workmen's Insurance Fund,
309 Coulter Building.

Harrisburg: ....State Employment Office,
Second and Chestnut Streets.

Johnstown: ....State Employment Office,
219 Market Street.
State Workmen's Insurance Fund,
910 U. S. National Bank Building.

Kane: ....Bureau of Workmen's Compensation,
Kane Trust and Savings Building.

Lancaster: ....Cooperative State Employment Office,
Y. M. C. A. Building.
Bureau of Inspection,
Bureau of Workmen's Compensation,
Woolworth Building.

McKeesport: .... Cooperative State Employment office,
Y. M. C. A. Building.

Meadville:................ Bureau of Inspection,
Masonic Building.

New Castle: ....Cooperative State Employment Office,
Y. M. C. A., West Washington Street.

Oil City: ....Cooperative State Employment Office,
Y. M. C. A. Building.

Philadelphia: ....State Employment Office, (Main Office),
Bureau of Rehabilitation,
1519 Arch Street.
Bureau of Inspection,
Bureau of Workmen's Compensation,
Workmen s Compensation Board,
Manhatten Building, Fourth and Walnut Streets.
State Employment Office for Women,
Bureau of Women and Children,
1924-26 Chestnut Street.
State Workmen's Insurance Fund,
1004 Commercial Trust Building.

Pittsburgh: ....Bureau of Inspection,
Bureau of Rehabilitation,
Bureau of Workmen's Compensation,
Fulton Building.
State Employment Office,
622 Grant Street.
State Workmen's Insurance Fund,
401 Park Building.

Pottsville: ....Bureau of Rehabilitation,
Bureau of Workmen's Compensation,
1 Ulmer Building.
State Workmen's Insurance Fund,
Baird Building.

Reading: ....State Employment Office,
108 North Fifth Street.

Scranton. ....State Employment Office,
116 Adams Avenue.
Bureau of Inspection,
Bureau of Workmen's Compensation,
State Workmen's Insurance Fund,
Union National Bank Building.

Sunbury: ....State Workmen's Insurance Fund,
Sunbury Trust and Safe Deposit Building.

Wilkes-Barre: ....Bureau of Rehabilitation,
Bureau of Workmen's Compensation,
Coal Exchange Building.

Williamsport: ....Bureau of Inspection,
707 First National Bank Building.
Bureau of Workmen's Compensation,
311 First National Bank Building.
Cooperative State Employment Office,
Y. M. C. A. Building.
343 West Fourth Street.

York: ....Bureau of Workmen's Compensation,
Central National Bank Building.

Note—State Employment offices are conducted in cooperation with the United States Employment Service.

WORKMEN'S COMPENSATION BOARD

SCHEDULE OF HEARINGS FOR 1927.

Harrisburg	January 25
Philadelphia	January 26-27-28
Pittsburgh	February 9-10-11
Harrisburg	March 8
Philadelphia	March 9-10-11
Scranton	March 15
Wilkes-Barre	March 16
Pittsburgh	April 6-7-8
Harrisburg	May 3
Philadelphia	May 4-5-6
Pittsburgh	May 25-26-27
Scranton	June 15
Wilkes-Barre	June 16
Harrisburg	June 21
Philadelphia	June 22-23-24
Pittsburgh	July 13-14-15
Harrisburg	September 6
Philadelphia	September 7-8-9
Scranton	September 14
Wilkes-Barre	September 15
Pittsburgh	October 5-6-7
Harrisburg	October 25
Philadelphia	October 26-27-28
Pittsburgh	November 16-17-18
Harrisburg	December 6
Philadelphia	December 7-8-9
Scranton	December 13
Wilkes-Barre	December 14

COMMONWEALTH OF PENNSYLVANIA
DEPARTMENT OF LABOR AND INDUSTRY
BUREAU OF STATISTICS

REVIEW OF INDUSTRIAL STATISTICS—EMPLOYMENT

Reports from State Employment offices for the month of November, 1926, show a decreased demand for workers in nearly all lines of industry. High employment totals in manufacturing concerns during October evidently filled immediate requirements for that industry and workers needed in November were only 60 per cent of the October total. The lessened demand for workers was noticeable for all manufacturing groups but in clothing, textiles, furniture, and metals the falling off was much more apparent than in others. Calls from the construction industry fell off very slightly, although road building has virtually ended for this year. Demand for workers in the building construction industry continued uninterruptedly. The demand for transportation workers and hotel and restaurant employes continued strong. The usual increase at this time of the year was recorded for mercantile establishments. This increase, however, was not as great as usual. In November, 1925, calls for clerks in mercantile establishments were 25 per cent higher than in October, while this year the increase was less than 7 per cent.

The ratio of applications to placements for November, 1926, was 173 to 100 compared to 161 to 100 for October, 1926. The number of applicants registered for every 100 employment openings was 143 for November compared to 113 for October, 1926. A total of 6,910 men and women were placed in employment by State Employment offices during November, or 6.4 per cent less than during October.

November reports from 850 manufacturing concerns and 41 construction companies, representing 46 classes of industries, show a decline of 0.7 per cent in employment and a 3.4 per cent reduction in total amount of payrolls from October, 1926. Average weekly earnings were 2.8 per cent lower. Considering that reported factory employment and payrolls for October, 1926, were the highest since 1923, the November net losses are insignificant. Analysis of the reports for industry groups, however, disclose some interesting changes.

Employment in automobile plants which started to decline in April continued on the toboggan and reported a further loss of 4.3 per cent in November. This represents a loss of nearly 30 per cent since April, 1926.

Earnings in the electrical machinery and apparatus group were normal and 11 of the 19 firms reported increases. A point of interest was the tendency of employers to increase working forces rather than to increase working hours. Slightly decreased earnings were prevalent for the iron and steel forgings' group. The decreases were attributed to temporary shut-downs, changes in types of products, and lack of new orders. The adoption of an 8 hour working day was reported by an unusually large number of structural iron concerns. An extremely high rate of labor turnover was reported by one large company as being the cause of lower weekly earnings. The wage losses shown in the miscellaneous iron and steel group are due to the reports of several large firms that show much lost time and few orders. The majority of companies in this group, however, report normal activity.

Continued prosperity was evident in the carpet and rug industry. Five of the 10 firms report substantially increased earnings. Cold weather accounts for the seasonal business decline for ice-cream makers and the pre-Christmas activity of candy factories has just begun.

The advent of winter weather is confirmed by the reports from construction companies for the month of November which show a decrease in employment of 11.2 per cent from October. A reduction in construction activities, of course, is expected at this time. The 25 per cent drop in employment for building construction concerns, while it came sooner than expected, is the natural result of declining construction activity as shown by the smaller number of building permits granted in the several cities and boroughs of the State. Street and highway work is being finished up before snow storms prevent further work. Many road construction companies have reported completion of contracts. Funds for street paving and road construction in many cities and counties have been expended and new work must await the allotment of additional funds next year. Average weekly earnings for all groups were 5.8 per cent less than in October. The decrease was probably due to the general observance of the Thanksgiving Day holiday. Favorable weather conditions for construction work were reported during November.

Production in explosives plants has returned to its normal schedule after part-time operation in October and this accounts for the otherwise misleading percentage wage increases.

Many shoe factories have shortened their working day, and this temporary inactivity together with plant alterations and inventory taking, were the causes of reduced earnings. December ends the fiscal year for many of these firms.

INDUSTRIAL ACCIDENTS AND COMPENSATION COSTS.

Accident reports received at the Bureau of Workmen's Compensation during the month of November, 1926, show considerable improvement in the accident situation in manufacturing industries. A total of 188 fatal and 14,849 non-fatal accidents were reported during the month. Of these only 28 fatal and 5,516 non-fatal accidents, or 15 per cent and 37 per cent respectively, were reported from manufacturing concerns. This is a reduction of 40 per cent in fatal and 9 per cent in non fatal accidents from October for manufacturing firms.

Coal mining industries reported a total of 100 fatal and 4,653 non-fatal accidents during November compared to 63 fatal and 5,238 non-fatal accidents during October. Anthracite mines reported 55 fatalities and bituminous mines 45. The large total of accidents in anthracite mines during September, October, and November, 1926, and the non-operation of them during the same months of 1925 are factors that will cause accident totals for the year 1926 to greatly exceed totals for 1925.

November accidents compared with October show construction industries to have been somewhat higher with most of the increase due to building construction. Accidents for railroads and other transportation companies were higher in fatal and lower in non-fatal injuries. Public utilities reported about the same total as in October. Quarries, hotels and restaurants, retail stores, and municipal employes all show lower accident totals than in October.

Accidents for 11 months of 1926 show an increase of 63 fatal and 1,827 non-fatal accidents over the corresponding period of 1925, an increase of 3.3 per cent and 1.1 per cent, respectively. This increase is due entirely to accidents in coal mining. It must be remembered, however, that athracite mines were idle during 4 months of 1925 and that during 1926 two disasters have occurred in the bituminous coal fields in which 64 lives were lost.

Compensation agreements and awards during November, 1926, totaled $1,238,818 distributed as follows: Fatal cases $599,947, permanent disability cases $300,440, and temporary disability cases $338,426. The total amount of compensation awarded in November is the largest amount for any month of this year. Compensation awards for 11 months of 1926 total $11,895,397.

COMMONWEALTH OF PENNSYLVANIA

DEPARTMENT OF LABOR AND INDUSTRY

BUREAU OF STATISTICS

Accidents Occurring During Course of Employment Reported to the Bureau of Workmen's Compensation

ACCIDENT REPORTS RECEIVED

1926	Fatal	Permanent Disability	Temporary Disability	Total
January	150	138	12,677	12,965
February	149	123	11,835	12,107
March	185	202	15,404	15,791
April	146	143	14,106	14,395
May	172	165	14,356	14,693
June	163	142	15,091	15,396
July	195	174	15,412	15,781
August	183	158	16,355	16,697
September	233	181	15,685	16,099
October	170	167	16,222	16,559
November	188	160	14,689	15,037
Total	1,932	1,753	161,832	165,517
1925				
December	143	144	12,468	12,755
*Grand Total	26,632	9,418	1,966,119	2,002,199

AGREEMENTS APPROVED

1926	Fatal	Permanent Disability	Temporary Disability	Total
January	150	287	5,848	6,285
February	105	257	4,479	4,841
March	161	334	5,862	6,357
April	134	339	6,295	6,768
May	147	264	5,826	6,237
June	143	321	6,077	6,541
July	124	281	5,768	6,173
August	176	281	6,535	6,992
September	179	290	5,012	5,481
October	153	267	6,736	7,156
November	223	316	6,049	6,588
Total	1,695	3,237	64,487	69,419
1925				
December	132	333	5,341	5,806
*Grand Total	21,620	20,158	720,504	762,282

Compiled from Records in the Bureau of Workmen's Compensation

COMPENSATION AWARDED AND PAID

AWARDED

1926	Total Compensation Awarded	Fatal Compensation Awarded	Permanent Disability Compensation Awarded	Temporary Disability Compensation Awarded
January	$1,043,269	$362,749	$288,235	$392,285
February	860,267	320,937	223,523	315,807
March	1,227,873	491,084	357,591	379,198
April	1,197,350	459,512	319,392	418,446
May	1,032,140	406,243	278,324	347,573
June	1,059,713	368,385	304,730	386,598
July	949,519	330,807	244,261	374,451
August	1,174,190	538,537	260,857	374,796
September	1,225,075	622,938	287,105	315,032
October	987,188	457,284	191,136	338,768
November	1,238,813	599,947	300,440	338,426
Total	$11,895,397	$4,858,423	$3,055,594	$3,981,380
1925				
December	$1,029,383	$358,989	$301,817	$368,577
*Grand Total	$118,347,178	$58,176,131	$23,832,902	$36,338,145

PAID

1926	Total Compensation Paid	Fatal Compensation Paid	Permanent Disability Compensation Paid	Temporary Disability Compensation Paid
January	$962,679	$275,824	$294,570	$392,285
February	768,985	262,555	190,623	315,807
March	1,115,853	398,655	338,000	379,198
April	1,015,851	299,268	298,137	418,446
May	863,508	249,517	266,418	347,573
June	1,025,039	388,923	254,518	386,598
July	939,189	298,707	266,031	374,451
August	863,901	238,184	250,921	374,796
September	857,469	308,133	234,304	315,032
October	877,597	278,627	260,002	338,768
November	814,109	229,529	246,154	338,426
Total	$10,104,180	$3,223,122	$2,899,678	$3,981,380
1925				
December	$866,702	$226,604	$271,521	$368,577
*Grand Total	$79,231,813	$24,405,174	$18,488,494	$36,338,145

PERMANENT INJURIES**

1926	Loss of Legs		Loss of Arms		Loss of Hands		Loss of Feet		Loss of Eyes	
	No.	Amt. Awarded	No.	Amt. Awarded	No.	Amt. Awarded	No.	Amt. Awarded	No.	Amt. Awarded
January	11	$28,475	3	$7,740	19	$37,807	15	$28,355	53	$79,570
February	11	26,688	7	18,060	13	26,166	11	19,538	26	41,000
March	14	36,706	11	28,844	27	50,497	24	43,786	51	78,677
April	9	23,170	6	15,480	20	38,614	21	39,064	51	76,027
May	11	26,789	10	25,723	19	39,555	19	32,650	44	68,685
June	14	34,800	10	24,970	18	35,361	17	29,862	53	78,284
July	8	20,212	6	14,101	18	34,737	11	18,249	41	60,409
August	9	20,035	8	17,639	24	47,577	12	20,953	43	68,692
September	14	35,912	6	14,793	20	43,391	11	19,768	48	75,043
October	4	10,062	5	12,814	10	19,827	9	16,184	40	56,724
November	7	17,912	7	17,569	19	39,621	24	42,456	63	94,021
Total	112	$280,781	79	$197,733	207	$413,153	174	$310,865	513	$777,132
1925										
December	8	$19,577	9	$21,965	27	$58,148	16	$28,455	57	$81,764
*Grand Total	1,189	$2,395,200	827	$1,815,726	2,611	$4,688,603	1,540	$2,511,425	6,398	$8,788,391

PERMANENT INJURIES**—(Continued)

1926	Loss of Fingers		Loss of Phalanges		Miscellaneous		Total	
	No.	Amt. Awarded	No.	Amt. Awarded	No.	Amt. Awarded	Amt. Awarded	Amt. Paid
January	110	$18,520	92	$18,143	19	$39,625	$288,235	$294,570
February	111	48,917	106	18,402	12	24,722	223,523	190,623
March	150	52,856	96	18,804	21	47,421	357,591	338,000
April	146	51,185	120	22,297	21	53,555	319,392	298,137
May	109	38,187	80	15,895	11	30,840	278,324	266,418
June	116	50,354	111	19,284	16	31,815	304,730	254,518
July	120	42,104	113	22,577	15	31,872	244,261	266,031
August	117	40,610	109	19,887	10	25,444	260,857	250,921
September	127	40,877	107	20,709	19	36,612	287,105	234,304
October	123	41,938	112	19,679	11	13,908	191,136	260,002
November	133	46,749	115	22,775	12	19,337	300,440	246,154
Total	1,452	$502,327	1,161	$218,452	167	$355,151	$3,055,594	$2,899,678
1925								
December	139	$46,957	130	$22,098	7	$22,853	$301,817	$271,521
*Grand Total	5,162	$1,765,324	4,337	$811,153	644	$1,550,242	$24,326,064	$18,994,660

*Since the inception of the Act—January 1, 1916.

**Multiple losses separated respectively.

NOTE; The above table presents changes in a number of items from similar tables previously published. The changes have been made as information received subsequent to the publication of former tables made such corrections necessary.

COMMONWEALTH OF PENNSYLVANIA

DEPARTMENT OF LABOR AND INDUSTRY

BUREAU OF STATISTICS

ACTIVITIES OF STATE EMPLOYMENT OFFICES

November, 1926

(FIVE WEEKS)

Industries	Persons applying for positions			Persons asked for by employers			Persons sent to positions			Persons receiving positions			Number of employers served		
	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
GRAND TOTAL	11,924	7,726	4,198	8,313	5,783	2.530	8.321	5.970	2.351	6,910	5,090	1,820	3.454	1.880	1,574
Total: Industrial Group[1] (Skilled Workers)	4,010	2,515	1.495	2,482	1.631	851	2,456	1,672	784	1,875	1,333	542	974	627	347
Building and Construction	685	685	-------	530	530	-------	474	474	-------	393	393	-------	178	178	-------
Shipbuilding	37	37	-------	20	20	-------	24	24	-------	20	20	-------	12	12	-------
Chemicals and Allied Products	2	2	-------	2	2	-------	2	2	-------	2	2	-------	1	1	-------
Clay, Glass and Stone Products	3	3	-------	3	3	-------	2	2	-------	2	2	-------	1	1	-------
Clothing	56	9	47	28	5	23	16	5	11	13	5	8	13	3	10
Textiles	94	41	53	158	75	83	48	26	22	40	19	21	42	21	21
Food and Kindred Products	65	14	51	72	11	61	59	13	46	46	10	36	19	8	11
Leather, Rubber and Composition Goods	20	7	13	28	6	22	12	3	9	10	2	8	8	4	4
Lumber, Woodwork, Furniture	11	7	4	4	4	-------	3	3	-------	3	3	-------	4	4	-------
Paper and Printing	20	5	15	30	5	25	37	4	33	29	4	25	11	4	7
Metals and Metal Products	799	764	35	604	506	98	576	531	45	468	431	37	190	178	12
Mines and Quarries	147	147	-------	114	114	-------	141	141	-------	137	137	-------	14	14	-------
Transportation and Public Utilities	484	373	111	210	174	36	251	217	34	179	157	22	85	73	12
Hotels and Restaurants	249	52	197	130	36	94	117	40	77	93	32	61	89	24	65
Wholesale and Retail Trade	379	79	300	244	39	205	216	42	174	179	32	147	79	29	50
Miscellaneous	959	290	669	305	101	204	478	145	333	261	84	177	228	73	155
Total: Other Groups	7,914	5,211	2.703	5,831	4,152	1,679	5.865	4,298	1,567	5,035	3,757	1,278	2,480	1.253	1.227
Professional and Technical	638	283	355	320	152	168	386	197	189	234	114	120	163	96	67
Agricultural	36	36	-------	31	31	-------	38	38	-------	24	24	-------	15	15	-------
Semi-Skilled	2,113	806	1,307	1,276	424	852	1,260	525	735	938	397	541	805	261	544
Unskilled	3,810	3.673	137	3,277	3.224	53	3,225	3.171	54	2,925	2,877	48	772	727	45
Casual and Day Workers[2]	1,317	413	904	927	321	606	956	367	589	914	345	569	725	154	571
August, 1926	9,955	6.941	3,014	6,786	4.901	1.795	6.604	5.049	1.555	5,542	4,326	1,216	2,935	1,642	1,293
September, 1926 (5 weeks)	14.365	9.850	4,515	11.645	8,035	3.610	10.359	7.790	2,569	8.780	6,730	2,050	4.436	2.485	1,951
October, 1926	11.887	8.059	3.828	10.530	7,474	3.056	8.656	6.270	2.386	7,383	5.484	1,899	4.073	2.188	1,885
November, 1925	11.011	8,579	2.432	7.816	6.141	1.675	8,185	6,568	1,617	7,171	5,803	1,368	------[3]	------[3]	------[3]
November, 1924	10.402	7,352	3.050	6.345	4.796	1,549	6.213	4.842	1.371	5,465	4,234	1,231	-------	-------	-------
November, 1923	16.237	13.345	2,892	10.036	7.910	2,126	9.611	8.009	1.542	8,644	7,327	1,317	-------	-------	-------
Per cent of Applicants Placed, November 1926	58.	66.	43.	-------	-------	-------	-------	-------	-------	-------	-------	-------	-------	-------	-------
Per cent of openings Filled, November, 1926	-------	-------	-------	83.	88.	72.	-------	-------	-------	-------	-------	-------	-------	-------	-------
Percent Referred to Positions, Placed, November, 1926	-------	-------	-------	-------	-------	-------	83.	85.	77.	-------	-------	-------	-------	-------	-------

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[1] New classification adopted, July 1, 1926.
[2] The placement of each casual and day worker is recorded for only one placement per week.
[3] Comparative data not available.

EMPLOYMENT AND WAGES IN PENNSYLVANIA

Group and Industry	No. of Plants Reporting	Number of wage earners—week ended			Total weekly wages—week ended			Average weekly earnings—week ended		
		Nov. 15, 1926	Oct. 15, 1926	Per cent Change	Nov. 15, 1926	Oct. 15, 1926	Per cent Change	Nov. 15, 1926	Oct. 15, 1926	Per cent Change
ALL INDUSTRIES (16)	801	305.113	307.174	— 0.7	$7,927.109	$8.210,085	— 3.4	$25.98	$26.73	— 2.8
METAL MANUFACTURES:	294	151.598	156,033	— 0.9	4,290,546	4,484,152	— 4.3	27.75	28.74	— 3.4
Automobiles, bodies, and parts	19	7,047	7.366	— 4.3	199.004	202.967	— 2.0	28.24	27.55	+ 2.5
Car construction and repair	20	20.143	20,456	— 1.5	575.896	606.316	— 5.0	28.59	29.64	— 3.5
Electrical machinery and apparatus	19	12,037	11,166	+ 7.8	96.620	276.916	+ 7.1	24.64	24.80	— 0.6
Engines, machines, and machine tools	39	11,860	11,939	— 0.7	343.307	361,661	— 5.1	28.95	30.29	— 4.4
Foundries and machine shops	58	8.955	9,098	— 1.6	257.806	276.320	— 6.7	28.79	30.37	— 5.2
Heating appliances and apparatus	17	4,375	4,398	— 0.5	120.943	134,552	— 2.7	29.03	30.59	— 2.2
Iron and steel blast furnaces	11	13.335	13,194	+ 1.1	372.579	366,180	+ 1.7	27.94	27.75	+ 0.7
Iron and steel forgings	12	3.529	3,538	— 0.3	86,952	93.535	— 7.0	24.64	26.44	— 6.8
Steel works and rolling mills	37	40.550	41,709	— 2.8	1,169.022	1,229,962	— 5.0	28.83	29.49	— 2.2
Structural iron works	17	5.217	5,105	+ 2.2	136.483	146.673	— 6.9	26.16	28.73	— 8.9
Miscellaneous iron and steel products	25	18.449	18,921	— 2.5	467.483	536.579	—12.9	25.34	28.36	—10.6
Shipbuilding	3	6,394	6,375	+ 0.3	185.898	183.720	+ 1.2	29.07	28.82	+ 0.9
Hardware	8	1,781	1,790	— 0.5	45.560	45,138	+ 0.9	25.58	25.22	+ 1.4
Non-ferrous metals	9	926	978	— 5.3	22,993	23.633	— 2.7	24.83	24.16	+ 2.8
TEXTILE PRODUCTS:	173	59,721	58,775	+ 1.6	1.329.546	1,335,231	— 0.4	22.26	22.72	— 2.0
Carpets and rugs	10	3.111	2.965	+ 4.9	83.415	77,308	+ 7.9	26.81	26.07	+ 2.8
Clothing	33	5.199	5.134	+ 1.3	93.658	96.118	— 2.6	18.01	18.72	— 3.8
Hats, felt and other	6	4,349	4,330	+ 0.4	120.463	121,475	— 0.8	27.70	28.05	— 1.2
Cotton goods	16	4.532	4.405	+ 2.9	109.702	102,377	+ 7.2	24.21	23.24	+ 4.2
Silk goods	43	20,161	19.968	+ 1.0	382.723	395,609	— 3.3	18.98	19.82	— 4.2
Woolens and worsteds	15	6.073	5.914	+ 2.7	143.310	141.479	+ 1.3	23.60	23.92	— 1.3
Knit goods and hosiery	40	14,334	14.076	+ 1.8	343,179	317.233	— 1.2	23.94	24.67	— 3.0
Dyeing and finishing textiles	10	1,959	1.983	— 1.2	53,096	53,512	— 0.8	27.10	27.00	+ 0.4
FOODS AND TOBACCO:	113	24.308	24.636	— 1.0	515.951	523.046	— 1.4	21.15	21.23	— 0.4
Bakeries	36	4.783	4.679	+ 2.2	139,835	137.709	+ 1.5	29.24	29.43	— 0.6
Confectionery and ice cream	25	6,065	6.471	— 6.3	130.010	142.980	— 9.1	21.44	22.10	— 3.0
Slaughtering and meat packing	14	2.191	2,130	+ 2.9	64.610	64.032	+ 0.9	29.49	30.06	— 1.9
Cigars and tobacco	38	11.350	11,356	+ 0.0	181,496	178.316	+ 1.8	15.98	15.70	+ 1.8
BUILDING MATERIALS:	71	21,372	21,678	— 1.4	621,839	649,338	— 4.2	29.10	29.95	— 2.8
Brick, tile, and terra cotta products	29	4,645	4,664	— 0.4	120,169	121,041	— 0.7	25.87	25.95	— 0.3
Cement	14	7,864	7.808	— 0.4	248.988	256.205	— 2.8	31.66	32.44	— 2.4
Glass	24	7,987	8,250	— 3.2	228.667	247,699	— 7.7	28.63	30.02	— 4.6
Pottery	4	876	866	+ 1.2	24,015	24.393	— 1.5	27.41	28.17	— 2.7
CONSTRUCTION AND CONTRACTING:	41	6,807	7,768	—11.2	191,664	229.176	— 16.4	27.79	29.50	— 5.8
Buildings	24	2.950	3,942	—25.2	91.751	130,582	— 27.4	32.12	33.12	— 3.0
Street and highway	3	307	416	—26.2	6.559	8.955	— 26.8	21.36	21.53	— 0.8
General	14	3,640	3,410	+ 6.7	90.354	89,639	+ 0.8	24.82	28.29	— 5.6
CHEMICALS AND ALLIED PRODUCTS:	37	10,128	10,073	+ 0.5	278.297	280,305	— 0.7	27.48	27.83	— 1.3
Chemicals and drugs	21	1,323	1,342	— 1.4	35.235	36.056	— 2.3	26.63	26.87	— 0.9
Explosives	3	568	533	+ 6.6	15.101	11,922	+ 26.7	26.59	22.37	+ 18.9
Paints and varnishes	8	1,050	1.097	— 4.3	27.682	30.209	— 8.4	26.36	27.54	— 4.3
Petroleum refining	5	7,187	7.101	+ 1.2	200,279	202,118	— 0.9	27.87	28.46	— 2.1
MISCELLANEOUS INDUSTRIES:	162	27,999	28.211	— 0.8	699.266	708,837	— 1.4	24.97	25.13	— 0.6
Lumber and planing mill products	28	4.152	4,258	— 2.5	89.947	91,088	— 1.3	21.66	21.39	+ 1.3
Furniture	21	2,581	2.600	— 0.7	66,136	65,314	+ 1.3	25.62	25.12	+ 2.0
Leather tanning	18	5,552	5,433	+ 2.2	140.475	142.427	— 1.4	25.30	26.22	— 3.5
Leather products	9	625	601	+ 4.0	13.075	12.431	+ 5.2	20.93	20.69	+ 1.1
Boots and shoes	22	3.883	4,015	— 3.3	69.169	77,061	— 10.2	17.81	19.19	— 7.2
Paper and pulp products	19	4,973	5,025	— 1.0	127.058	126.781	+ 0.2	25.55	25.23	+ 1.2
Printing and publishing	30	3.944	3,932	+ 0.3	135.845	133.718	+ 1.6	34.44	34.01	+ 1.3
Rubber tires and goods	3	855	918	— 6.9	23,821	26,516	— 10.2	27.86	28.88	— 3.5
Novelties and jewelry	3	1,434	1,429	+ 0.3	33.740	33,495	+ 0.7	23.53	23.44	+ 0.4

COMMONWEALTH OF PENNSYLVANIA

DEPARTMENT OF LABOR AND INDUSTRY

BUREAU OF STATISTICS

Accidents Occurring During Course of Employment Reported to the Bureau of Workmen's Compensation During November, 1926

Cause	Total of All Industries		Construction: Building		Construction: Other		Contracting		Chemicals and Allied Products		Clay, Glass and Stone Products		Clothing Manufacture		Food and Kindred Products		Leather, Rubber and Composition Goods		Lumber, Wood and Their Products		Paper and Printing Industries		Textiles	
*	F	N F	F	N F	F	N F	F	N F	F	N F	F	N F	F	N F	F	N F	F	N F	F	N F	F	N F	F	N F
Total of All Causes,	188	11,849	11	921	7	413	5	341	3	219	4	411	1	132	2	452	---	142	3	375	---	239	2	262
Machinery,	3	1,189	---	24	---	26	---	10	---	12	---	46	---	60	---	48	---	43	---	107	---	83	---	107
Boilers,	---	7	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	1	---	1	---	---	---	1
Pumps, Compressors & Prime Movers,	1	60	---	10	---	6	---	5	1	8	---	---	---	1	---	---	---	---	---	3	---	---	---	---
Transmission,	---	23	---	---	---	1	---	1	---	---	---	2	---	2	---	1	---	---	---	---	---	2	---	---
Elevators,	4	66	---	8	---	---	---	1	---	4	---	2	1	---	---	9	---	---	1	1	---	5	---	---
Cranes and Derricks,	6	299	---	25	3	15	1	32	---	12	---	9	---	---	---	2	---	---	---	1	---	---	---	1
Cars and Engines,	33	2,011	1	12	1	5	---	10	---	9	---	36	---	---	---	5	---	3	---	8	---	6	---	---
Motor Vehicles,	11	733	1	41	---	33	1	19	---	19	---	13	---	6	2	48	---	---	---	13	---	16	---	1
Horse Vehicles,	1	128	---	8	---	3	---	8	---	2	---	4	---	---	---	26	---	---	---	14	---	1	---	2
Hand Trucks,	1	320	---	16	---	11	---	11	---	3	---	23	---	2	---	9	---	8	---	8	---	17	---	12
Water Craft,	3	18	---	---	---	3	3	6	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---
Handling Objects,	7	2,822	---	190	---	101	---	54	---	44	---	126	---	17	---	114	---	33	---	88	---	43	1	37
Hand Tools,	2	1,361	---	77	---	47	---	29	---	19	---	20	---	10	---	39	---	12	1	38	---	6	---	12
Electricity,	4	89	---	4	---	2	---	---	---	1	---	2	---	---	---	---	---	1	---	---	---	---	---	---
Explosives and Explosions,	25	156	---	5	---	4	---	3	1	6	1	1	---	---	---	2	---	---	---	2	---	1	---	---
Hot and Corrosive Substances,	3	464	---	43	---	16	---	6	---	20	---	9	---	2	---	24	---	10	---	8	---	2	---	9
Falling Objects,	5	725	1	106	1	50	---	43	---	14	1	34	---	3	---	26	---	5	---	20	---	8	---	9
Falling Objects (Mines & Quarries),	55	1,301	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---
Fall of Persons	20	1,453	7	217	2	50	---	38	---	23	2	37	---	16	---	57	---	13	1	37	---	36	1	41
Stepping Upon or Striking Against Objects,	1	875	---	120	---	51	---	27	---	19	---	30	---	12	---	27	---	11	---	22	---	10	---	21
Miscellaneous Causes,	3	449	1	15	---	16	---	5	1	4	---	17	---	1	---	15	---	2	---	4	---	3	---	9

Cause	Metals and Metal Products: Total		Blast Furnaces and Steel Works		Rolling Mills		Foundries and Machine Shops		Fabrication		Car Repair Shops		Automobile Service Stations		Coal Mines: Anthracite		Coal Mines: Bituminous	
*	F	N F	F	N F	F	N F	F	N F	F	N F	F	N F	F	N F	F	N F	F	N F
Total of All Causes,	13	3,287	2	130	7	567	2	545	1	1,161	1	733	---	151	55	2,404	45	2,249
Machinery,	1	595	---	3	1	104	---	113	---	296	---	74	---	5	---	46	1	134
Boilers,	---	2	---	1	---	---	---	---	---	---	---	1	---	---	---	---	---	---
Pumps, Compressors & Prime Movers,	---	7	---	---	---	4	---	1	---	2	---	---	---	---	---	5	---	6
Transmission,	---	5	---	1	---	1	---	1	---	2	---	---	---	---	---	4	---	1
Elevators,	---	9	---	---	---	---	---	1	---	6	---	1	---	1	1	3	---	2
Cranes and Derricks,	1	152	---	9	1	35	---	31	---	59	---	18	---	---	---	5	---	10
Cars and Engines,	4	217	1	9	1	18	1	8	---	24	1	158	---	---	6	548	8	638
Motor Vehicles,	---	117	---	2	---	2	---	5	---	21	---	8	---	79	---	7	---	3
Horse Vehicles,	---	3	---	1	---	---	---	---	---	2	---	---	---	---	---	3	---	5
Hand Trucks,	1	115	---	5	1	24	---	15	---	47	---	24	---	---	---	1	---	---
Water Craft,	---	3	---	---	---	2	---	---	---	1	---	---	---	---	---	---	---	2
Handling Objects,	2	714	---	26	---	136	1	138	1	253	---	137	---	24	1	428	1	251
Hand Tools,	---	321	---	7	---	38	---	47	---	88	---	123	---	18	1	267	---	250
Electricity,	---	23	---	1	---	2	---	2	---	13	---	5	---	---	---	12	---	23
Explosives and Explosions,	---	15	---	---	---	5	---	2	---	2	---	5	---	1	20	53	2	33
Hot and Corrosive Substances,	1	195	1	26	---	28	---	67	---	44	---	27	---	3	1	20	---	11
Falling Objects,	---	256	---	12	---	64	---	35	---	93	---	45	---	7	1	38	---	18
Falling Objects (Mines & Quarries),	---	---	---	---	---	---	---	---	---	---	---	---	---	---	23	561	32	698
Fall of Persons	2	278	---	13	2	30	---	41	---	116	---	52	---	6	1	170	---	61
Stepping Upon or Striking Against Objects,	1	182	---	4	1	40	---	25	---	78	---	31	---	4	---	140	---	61
Miscellaneous Causes,	---	78	---	10	---	11	---	13	---	14	---	24	---	3	---	93	1	42

Cause	Transportation: Steam Railroads		Transportation: Other		Public Utilities		Quarries and Mines Other Than Coal		Miscellaneous Industries		Hotels and Restaurants		Trading: Retail		Trading: Wholesale		State and Municipal	
*	F	N F	F	N F	F	N F	F	N F	F	N F	F	N F	F	N F	F	N F	F	N F
Total of All Causes,	14	807	1	228	6	220	1	232	4	589	1	93	5	444	2	129	3	230
Machinery,	---	3	---	---	1	5	---	20	---	79	---	9	---	17	---	6	---	9
Boilers,	---	---	---	---	---	---	---	---	---	1	---	---	---	---	---	1	---	---
Pumps, Compressors & Prime Movers,	---	1	---	---	---	1	---	4	---	1	---	---	---	---	---	---	---	2
Transmission,	---	---	---	---	---	1	---	1	---	1	---	---	---	---	---	---	---	1
Elevators,	---	1	---	1	---	---	---	---	---	6	---	2	1	7	---	5	---	---
Cranes and Derricks,	1	6	---	3	---	5	---	9	---	6	---	---	---	3	---	1	---	2
Cars and Engines,	13	405	---	40	---	6	---	35	---	13	---	---	---	9	---	4	---	2
Motor Vehicles,	---	16	---	84	1	29	---	7	1	100	---	2	1	86	2	28	2	45
Horse Vehicles,	---	---	---	1	---	2	---	1	1	20	---	---	---	11	---	2	---	12
Hand Trucks,	---	42	---	7	---	1	---	1	---	11	---	1	---	10	---	7	---	1
Water Craft,	---	---	---	3	---	1	---	---	---	---	---	---	---	---	---	---	---	---
Handling Objects,	---	124	1	32	---	38	---	48	---	121	---	14	1	115	---	34	---	26
Hand Tools,	---	62	---	14	---	26	---	30	---	21	---	10	---	32	---	3	---	16
Electricity,	---	1	---	1	3	11	---	2	---	2	---	2	1	1	---	---	---	1
Explosives and Explosions,	---	3	---	1	---	5	1	4	---	9	---	3	---	4	---	---	---	2
Hot and Corrosive Substances,	---	15	---	5	1	5	---	1	---	26	---	11	---	10	---	3	---	13
Falling Objects,	---	5	---	10	---	16	---	5	---	21	---	4	---	15	---	10	1	9
Falling Objects (Mines & Quarries),	---	---	---	---	---	---	---	41	---	---	---	---	---	---	---	---	---	1
Fall of Persons	---	60	---	15	---	43	---	11	2	96	1	21	1	70	---	13	---	50
Stepping Upon or Striking Against Objects,	---	18	---	3	---	17	---	3	---	33	---	10	---	39	---	10	---	9
Miscellaneous Causes,	---	45	---	8	---	8	---	9	---	22	---	4	---	15	---	2	---	29

*F.=Fatal. N.F.=Non-Fatal.

LABOR AND INDUSTRY

Published monthly by
DEPARTMENT OF LABOR AND INDUSTRY
COMMONWEALTH OF PENNSYLVANIA
CHARLES A. WATERS *Secretary.*

VOL. XIV FEBRUARY, 1927 No. 2

Contents

Page

Annual Report of Bureau of Workmen's Compensation 3
WILLIAM H. HORNER, Director

Grounding 6

Safety Devices of Westinghouse Electric and Manufacturing Co.:

Adjustable Cut Off Saw Guard 10

Safety Device for Sawing Narrow Strips 11

Adjustable Saw Guard 11

Safety in the Large Industrial Plants 12

Safety in the Bakery 13
JOHN S. SPICER, Bureau of Inspection

Declining Accident Record 14

Industrial Board 15

Summary of Recent Decisions of Workmen's Compensation Board 23

Five-Year Comparative Statement of Accidents Reported 27

Directory of Offices 28

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ANNUAL REPORT
BUREAU OF WORKMEN'S COMPENSATION

By WILLIAM H. HORNER,

Director, Bureau of Compensation

The annual report of the Bureau of Workmen's Compensation for the year ending December 31, 1926, shows a small increase in the number of accidents reported as compared with the year 1925. This increase is due to the fact that the anthracite mines were not in operation for a period of four months during the year 1925. Excluding the mining industry, there was a slight decrease in the number of both fatal and non-fatal accidents reported during the year as shown in the following tables comparing 1925 and 1926 accidents:

1926

Industry Groups	*Fatal*	*Non-Fatal*	*Total*
Construction and Contracting	221	20,489	20,710
Manufacturing	474	70,140	70,614
Coal Mining:			
Anthracite	484	27,633	28,117
Bituminous	445	24,234	24,679
Quarrying and Mining other than Coal Mining	41	2,685	2,726
Transportation and Public Utilities	276	14,078	14,354
Trading:			
Retail	53	5,743	5,796
Wholesale	16	1,687	1,703
State and Municipal	70	3,454	3,524
Miscellaneous	56	8,141	8,197
Total	2,136	178,284	180,420

1925

Industry Groups	*Fatal*	*Non-Fatal*	*Total*
Constructing and Contracting	245	20,008	20,253
Manufacturing	471	73,717	74,188
Coal Mining:			
Anthracite	434	21,531	21,965
Bituminous	358	23,049	23,407
Quarrying and Mining other than Coal Mining	32	2,085	2,117
Transportation and Public Utilities	316	19,983	20,299
Trading:			
Retail	20	4,463	4,483
Wholesale	14	1,271	1,285
State and Municipal	79	3,313	3,392
Miscellaneous	40	4,950	4,990
Total	2,009	174,370	176,379

During the year the total number of accidents reported since the Workmen's Compensation Law became effective January 1, 1916, reached the two million mark. The records in the Bureau show 2,017,088 accidents reported up to January 1, 1927. These figures include accidents causing a disability of two days or more. The record for ten years by fatal and non-fatal classification is shown in the following table:

Year	*Fatal*	*Non-Fatal*	*Total*
1916-1925	24,686	1,811,982	1,836,668
1926	2,136	178,284	180,420
Total	26,822	1,990,266	2,017,088
Average for ten years	2,469	181,198	183,667

Plans for checking the accident experience of practically every employer in the State and the promptness with which accidents are reported have been made and will be put into effect at the beginning of the year 1927.

During the year closer cooperation between the Bureau of Inspection and Bureau of Workmen's Compensation was established with the result that accident investigations in cases reported were made more promptly and the Department was able to function more satisfactorily in its accident prevention work.

COMPENSABLE CASES

Compensation payments, either by the approval of compensation agreements or upon awards made by referees or by the Workmen's Compensation Board, were authorized during the year in 75,335 cases. The total amount of compensation liability in these 75,335 cases was $12,979,641, sub-divided as follows:

Fatal Cases	$5,278,927
Permanent Disability Cases	3,384,399
Temporary Disability Cases	4,316,315

The total compensation liability incurred by employers or their authorized insurance carriers throughout the State from January 1, 1916, to January 1, 1927 was $121,655,455, covering 768,196 cases. These figures do not include the amount which was paid for medical, surgical and hospital expenses, medicines and supplies as required by law. A conservative estimate would fix this sum at least one-third of the total amount which was payable as compensation. This compensation liability is distributed as follows:

Fatal Cases	$59,653,782
Permanent Disability Cases	24,654,869
Temporary Disability Cases	37,346,804

LIABILITY

According to the records in the Bureau the outstanding liability in fatal and permanent disability cases at the clse of the year was

$39,801,898. These unpaid obligations are to be made in weekly installments distributed over a number of years.

Before compensation payments can be legally made agreements must be executed and filed with the Bureau for approval. The promptness with which payments are made therefore rests largely with the employer or insurance carrier. It is the rule of the Bureau to approve agreements with the least possible delay when the agreements conform to the law.

The amendment to the Workmen's Compensation Act providing that compensation shall be paid for a specified number of weeks for the loss, by amputation, of the thumb or fingers has greatly increased the work of the Bureau due to the fact that in many of these cases it becomes necessary to make investigations in order to determine whether the compensation liability has been fully met.

TOTAL COMPENSATION AWARDED—ALL CASES

The total amount of compensation awarded in all cases, the average per case, as well as the total number of agreements and awards for each year, and the amount paid for funeral expenses in fatal cases where there are no dependents entitled to compensation, is shown in the following table:

Year	Number of Cases	Compensation Awarded	Average Compensation per Case
1916	70,870	$7,496,451	$106.00
1917	49,445	6,393,815	139.00
1918	69,354	11,583,725	167.00
1919	56,403	10,912,872	193.00
1920	71,537	11,495,497	161.00
1921	65,620	10,737,376	164.00
1922	62,672	10,841,249	173.00
1923	84,478	13,116,493	155.00
1924	78,565	13,005,421	166.00
1925	79,891	12,696,794	159.00
1926	75,079	12,954,041	173.00
TOTAL	763,914	$121,233,734	$158.70
Fatal—No dependents) Funeral expenses paid) 1916-1926	4,282	421,721	98.49
GRAND TOTAL	768,196	121,655,455	$158.37

GROUNDING*

A young man while washing his face inadvertently got soapy water in his eyes. Shutting off the water with one hand, he groped for a towel with the other, accidentally touched the electric lighting socket, and was instantly killed. The fact that electricity will seek a path to ground, or else create one, is exemplified by this little story from real life, and by many others of like nature that could easily be compiled. There have been many such experiences in the past, and no doubt there will be many more in the future, just because certain simple and well known precautions are not taken.

It is excellent practice to install ground wires in such cases, to provide easy paths for abnormal electrical currents. When a good ground connection of this sort is provided, electricity will not be obliged to carve out a path of its own, to the danger of life and property. Tests indicate that the resistance of the human body to the electric current varies from 500 ohms to many thousands of ohms, the variation depending, among other things, upon the thickness of the skin and its moisture content. Obviously the thick callous part of the hands offers greater resistance to an electric current than the tender parts of the skin that cover most of the body, and so also does a dry skin, in comparison with one that is moist with water or perspiration. Now the total combined resistance of a ground wire and a water pipe to which it is connected should not exceed 3 ohms, and that of a driven (or plate) ground should not exceed 25 ohms. Since the electric current, in case two paths or courses are open to it, divides in proportion to the two resistances,—the big part going through the little resistance,—it is evident that a good low-resistance "ground" will take so much of the current that the man who constitutes the other, alternative course will probably not get enough of it to do him any harm. (We are speaking, here, of ordinary electric currents. In the case of lightning or sudden static sparks the facts are not so simple, because we then have to take account of what is called "induction," as well as of resistance.)

Grounding is used to protect two classes of persons. First, it protects the public in general against the hazards of primary-circuit voltages being impressed on secondary circuits through "crosses" or transformer breakdowns. Second, it protects employees engaged on repair and maintenance work against the hazard of (a) the current being turned off of the wrong circuit in consequence of a misunderstanding of instructions (b) accidentally energizing the line by closing the switch while the men are still at work, (c) leakage induction or a cross from nearby circuits, and (d) natural phenomena such as atmospheric electrical disturbances.

---

*The Travelers Standard, October, 1926.

Whether a ground is meant to be permanent or temporary, there are four essentials that it must fulfill. It must be of a size and material to insure ample current-carrying capacity to meet the demands; it should have low resistance; and there should be no fuses, switches, or cutouts to break the continuity. Finally, it should be of substantial construction and this in some grounds involves a fifth essential,—namely, permanence. A ground is simply a device (analogous to a safety valve) placed between a possible source of danger and the persons and property to be protected. It is essential, then, that its size (that is, its current-carrying capacity) and its construction (that is, the permanence) be such as to insure reliability under all conditions. Its resistance must be low in order to avoid the possibility of building up dangerous voltages that might pass on to the protected section.

A prime requisite of any safety device is the certainty of its operating properly in time of need. This can best be attained, when grounding secondaries, by attaching the ground wire to the water pipe on the street side of the water meter. The exterior of the water pipe should be free of rust or other foreign substance, at the point where the clamp is securely attached. The ground wire should be joined to this clamp with solder or an approved solderless connector. Ground wires should not be attached to gas-pipe systems.

When a water-pipe system is not available, resort must be had to artificial grounds made by driving metal pipes into the earth, or by burying plates or strips of metal. Galvanized-iron pipe, from an inch to an inch and a quarter in diameter, driven down six or eight feet into the ground, will usually be in contact with conducting soil. A copper plate having an area of eight or ten square feet and buried in conducting soil forms a satisfactory substitute for a water-pipe ground. The disadvantage of the plate type of ground is the expense involved in making a large excavation for the installation, and again later for inspection purposes. No matter what type of ground is used, periodical inspection of it is a necessary precaution. Corrosion, the enemy of most metals, is just as likely to do its destructive work on grounding devices as upon anything else.

The conductivity (or lack of resistance) of the soil is the factor which principally determines the efficiency of an artificial ground. Soil conductivity is almost entirely electrolytic in nature, and the efficiency of a ground is determined largely by the electrolytes (that is, the soluble acids, alkalies, and salts) it contains. If an artificial ground, when tested, shows high resistance (above 25 ohms) the trouble is likely to be due to a deficiency of soluble electrolytes in the soil. The addition of common salt or of copper sulphate to the soil surrounding the driven pipe or the buried plate is recommended in such cases. Coke may be used for the underground contact of the pipe or plate, provided a liberal quantity is employed. It tends to produce destructive corrosion in galvanized iron, but it has a far smaller effect of this kind upon cast iron, and practically none at all on copper.

Now as to the second class of persons to be protected,—namely, the public-utility employees engaged in line maintenance and repair work. Whenever possible the circuit upon which work is to be done is "killed" before the men start operations. The electric light and power companies have carefully prepared rules, regulations, and checks for the purpose of making sure that the correct line is deenergized. Occasionally human failure creeps in, either by reason of mistaken identity of the circuit in the field or through a misunderstanding of orders, and the wrong circuit is "killed". Under these conditions it is quite likely that one or more of the linemen will be shocked,—perhaps fatally,—unless it is the practice to test the line for voltage and attach a special ground to the circuit before beginning work.

Assuming that the line has been "killed," there is still a remote possibility of it being made "alive" again by an accidental closing of the power-house switch controlling the circuit. In that event the linemen would be at work on a line that was "dead" one moment, and very much "alive" the next moment, and again a tragedy would quite likely be enacted unless a special ground had been connected before starting the work.

Leakage, induction, a "cross" due to the swaying or breaking of other circuits, as well as electrical atmospheric disturbances, all may transform a properly "killed" and harmless wire into a live and death-dealing agent. A ground attached to the wire between the workmen and the power-house or substation, and another ground on the remote side, will provide protection against each one of these possible sources of danger.

There is considerable hazard in attaching a ground to a live circuit. The logical first step would be a test to determine whether or not the line is free from electric energy,—static or dynamic,—that is, it would be logical if there were a reliable accident-proof method of making such a test. A condenser mounted on an insulated stick is now used satisfactorily for low-tension lines, but so far as we know there is nothing available for high-tension lines that is at once positive in its indication and also safe, unless it is handled by thoroughly trained expert workmen.

Assuming that the circuit is "dead," two methods of grounding it are employed in the field. The first consists in connecting the circuit to the "system ground wire," which (as its name indicates) is effectively grounded. The other calls for a driven pipe or a buried plate, as already explained, to which the circuit can be connected. Ground chains and "ground sticks" are the devices used to connect the wire to the permanent or temporary grounds.

Ground chains are commonly used on account of the ease with which they can be carried from job to job, and the convenience of application. Chains should be inspected frequently in order to make sure that they have not become fouled by rust or dirt, so that they will not be effective. When applying a chain or any other protective grounding device, it is of vital importance to make sure that such device is connected to the ground before it is clamped to the wire. Of course in removing the ground the reverse order should be followed,—the device being disconnected from the wire before it is freed from the ground connection.

Ground chains are usually pulled over the wire to be grounded by means of a sash-cord or rope. This rope should be tested to make sure it contains no conducting materials, and should be kept absolutely dry. Care should be taken to see that the ground chain is drawn taut over the wire, in order to insure good contact between the links. Ground sticks equipped with clamps and flexible cables constitute a device that is easy and safe to apply, and which also gives assurance of a dependable ground connection. This, of course, assumes that dry, seasoned wood is used, with a cable not smaller than No. 1 B. & S. gage, and clamps in proportion,—and that everything is kept in first-class order.

All that has been written above pertains to grounding bare or uninsulated wires. The problem is a little more difficult when insulated conductors are under consideration. The use of the ordinary skinning knife to remove a section of the insulation subjects the workman, for a time at least, to all the hazards of working on an ungrounded line. A skinning knife having a long insulated handle might be used safely by an expert workman, but a better method consists in employing a grounding clamp with sharp teeth which will bite through the insulation and thus come into direct contact with the conductor.

The failure to ground secondary circuits is directly responsible for the many accidents of the bath-room and kitchen-sink type that occur. Something goes wrong with the electric circuits outside the premises, and high voltage is impressed on the secondary wires in the house, where only low voltage is desired or expected,—the householder having no knowledge of conditions nor any control over

SOME SAFETY DEVICES OF THE WESTINGHOUSE ELECTRIC AND MANUFACTURING COMPANY

ADJUSTABLE CUT OFF SAW GUARD

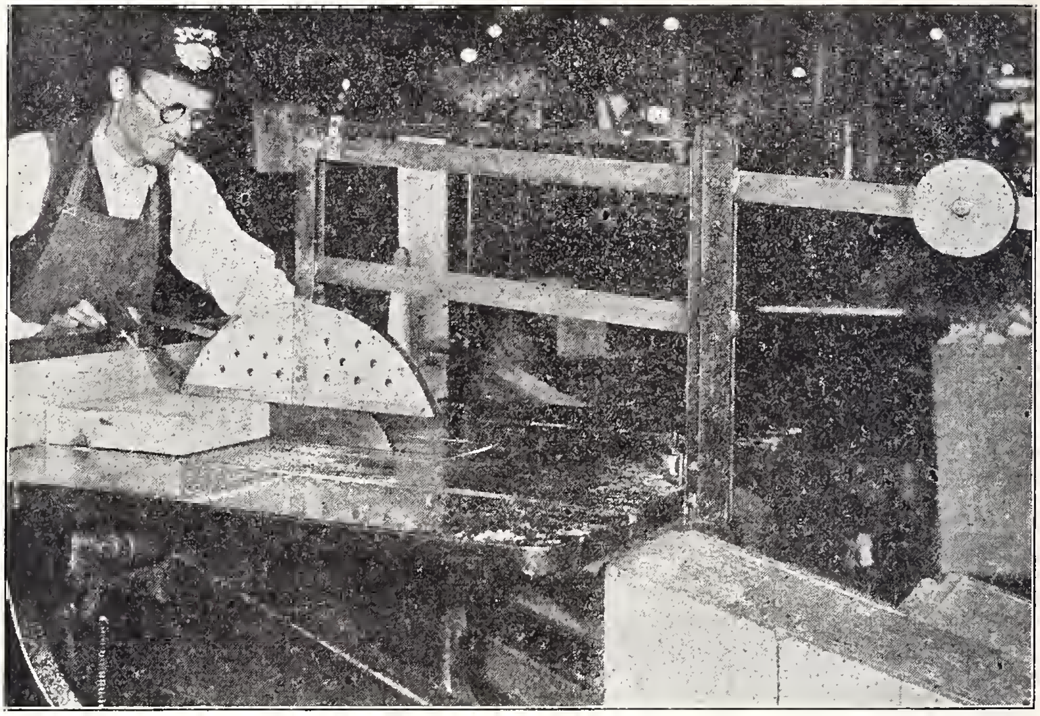

Fig. 1.

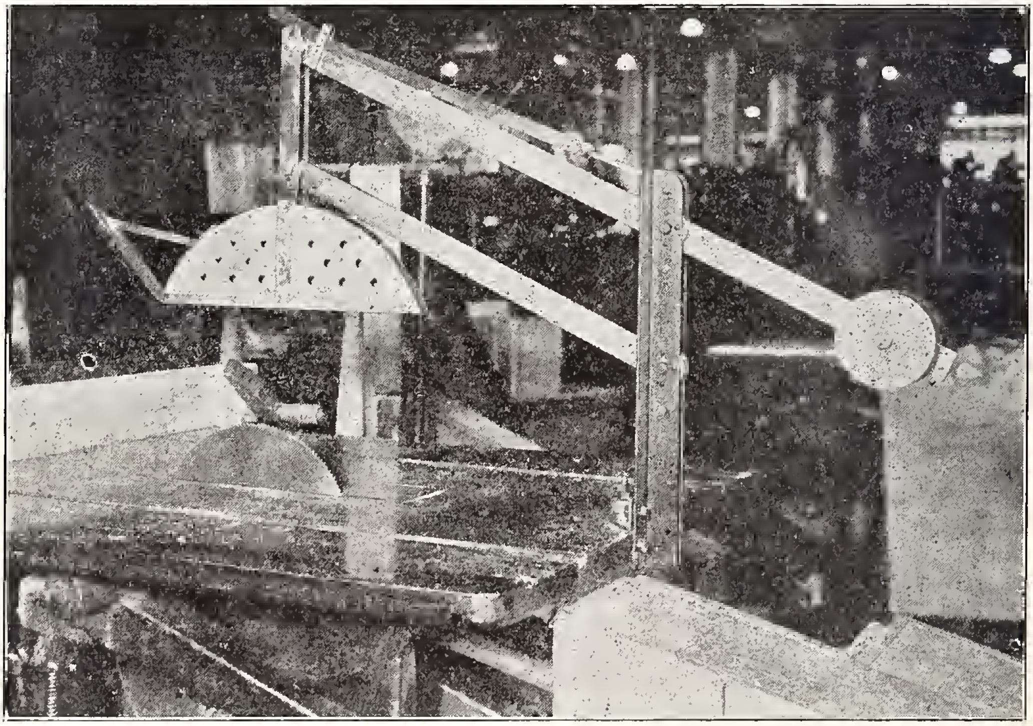

Fig. 2.

Figs. 1-2 Made Entirely of Metal, and Readily Latched in Position While Setting the Saw. The Piece Placed at Angle in Front of Guard, Raises it as the Board to be Sawed is Pushed Forward. By the Adjustment of the Counterweight the Saw is Always Covered While in Operation.

SAFETY DEVICE FOR SAWING NARROW STRIPS

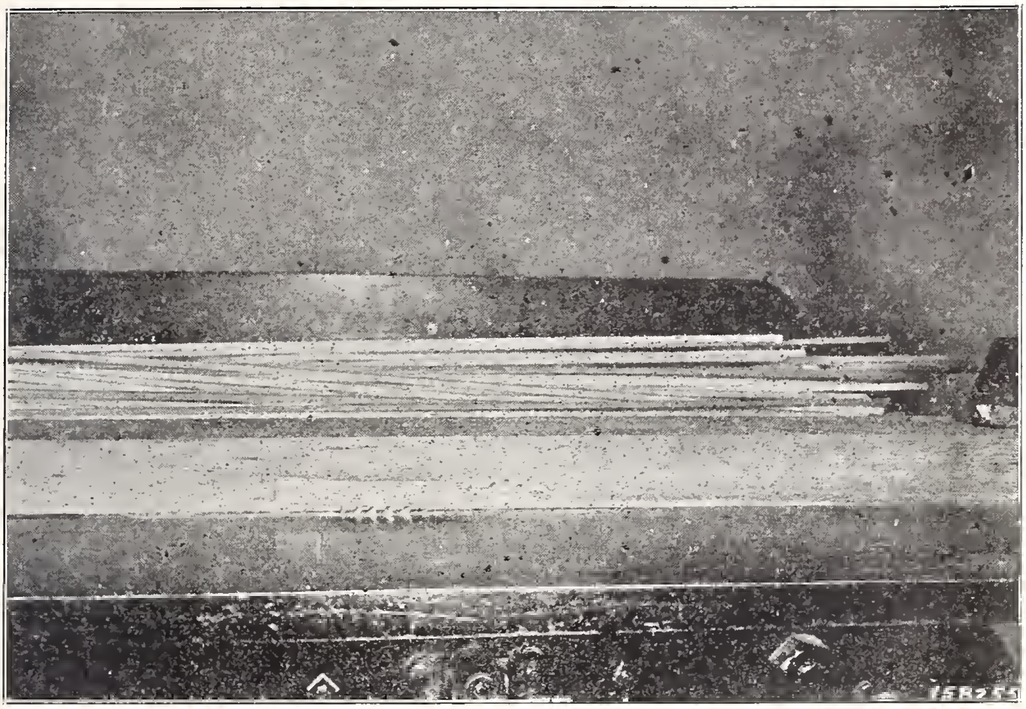

FIG. 3. THIS CONSISTS OF A NARROW WOODEN STRIP SCREWED TO THE FENCE ON TABLE SLIGHTLY HIGHER THAN THE STRIPS TO BE SAWED. BY THIS METHOD THE SAW IS ALWAYS COVERED.

ADJUSTABLE SAW GUARD

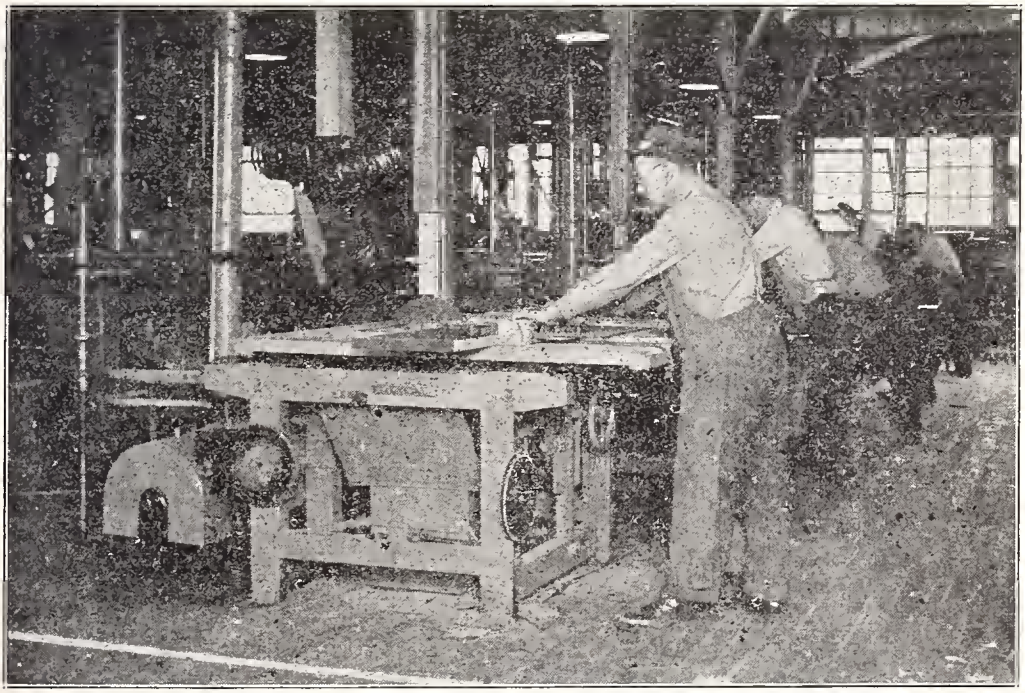

FIG. 4. A BOX IS FIRMLY SUPPORTED TO A HEAVY BEAM OVERHEAD ON THE CEILING. A SLIDE TO WHICH THE GUARD IS PIVOTED FITS SNUGLY IN THE BOX, AND THE GUARD IS HELD BY THE THUMB SCREW TO THE HEIGHT DESIRED. THIS TYPE OF GUARD PREVENTS MATERIAL FROM BEING SCRATCHED AS THE GUARD IS HELD JUST ABOVE THE MATERIAL WITHOUT TOUCHING IT.

them. There the danger lurks, awaiting the moment when a path to ground is created. Anyone simultaneously touching a domestic electric device connected to the circuit, and a grounded object such as a water faucet, a radiator, or a gas-pipe, provides the missing section of the path. Grounding the secondaries eliminates this danger.

SAFETY IN THE LARGE INDUSTRIAL PLANTS

An interesting item which appeared as an editorial in the New Castle News was recently sent to one of the supervising inspectors of the Department of Labor and Industry by a safety official of one of the large industrial plants at New Castle.

The editorial is as follows:

RESULTS OF SAFETY PROGRAM

> "In the records of sudden deaths, accidents, etc., for the past year, as gleaned from the books of the county coroner, J. P. Caldwell, there is a notable fact that probably has escaped attention of many of the citizens of this locality, which merits study.
>
> With more than 100 deaths being recorded the fact is cited by the coroner that not a single fatal accident was reported from any of the big industrial plants of the city (or the smaller ones either for that matter) during the entire year 1926.
>
> This is taken as an indication of one thing—that the safety-first efforts that have been under way here for some years past are producing the results that were anticipated.
>
> This is a remarkable situation and a remarkable tribute to the efficiency of the safety programs being carried out in the industries.
>
> Years ago, accidents were common in the plants, and fatalities were frequent in a year's time. With the inauguration of the organized safety program some years ago, the number of fatalities and accidents steadily decreased and the past year shows a record that is a laudable one, and no doubt is the direct result of this safety emphasis in our big industries of New Castle.
>
> Those who were wont to rather belittle the great emphasis placed on safety some years ago, believing that the propaganda would have little effect, are entirely convinced that they were mistaken. The safety-first movement is the biggest progressive step along the line of welfare work that has ever been undertaken in industry:
>
> If there could be organized as effective a safety program for other lines as in industry many lives would be saved. In the

> same coroner's record for the year it is shown that twenty persons died as the result of automobile accidents of one kind or another, and some of them were due to the absolute failure to regard the principles of safety, no doubt. More safety is the need of the hour for all who drive automobiles, and for all who travel the streets, which takes in about every one of us."

Attention should be called to this record of industrial safety as it so clearly demonstrates that when every person in industry: employer employe, and manager work together for a common cause, the result is accident prevention. This is true in safety just as it is in other phases of industrial efficiency. When an individual plant or a community has a well-defined safety program, and an earnest effort is made to carry it out, a reduction in fatalities and serious accidents is an inevitable result.

SAFETY IN THE BAKERY

By John S. Spicer,

Accident Investigation Section
Bureau of Inspection

During the last two years five fatal accidents were reported to the Department by bakeries in Pennsylvania, due to employes being drawn into mixing machines. In nearly every one of these cases, the employes were cleaning mixing machines while they were in motion. Mixing machines are usually arranged with a series of double paddles. These double paddles revolve in opposite directions, and must be very powerful to lift the doughy mass of material.

Employes, when working with these machines, fail to realize their danger, and in many bakeries notwithstanding the fact that orders have been given not to clean machines while the power is on, disobey orders when not watched. The result is that they are caught in the paddles, and if no person is nearby to cut off the power, they are drawn into the machine and horribly mangled. In one case an employe was drawn into the machine, wound around the paddles, and smothered to death by the dough. The horror of such an accident need not be dwelt upon. There is no bakery proprietor who is not anxious to prevent an accident of this kind in his own establishment.

This matter was taken up by the Department of Labor and Industry with the manufacturers of dough mixing machines to ascertain whether some attachment could not be made for these mixing machines which would prevent this type of accident. Such a device must be fool proof, and must allow the employe to have assistance of power while cleaning the machines. The dough is so heavy and clings so tightly to the paddles, which are difficult to move that power is necessary to turn them as cleaning progresses.

One company, seeing the need of some safety device on dough mixing machines, took measures to provide it, and have evolved a device which seems to be satisfactory in every way. It consists of a lever or bar which must be grasped or stepped upon by the employe if it is desired to have the power on the machine while the hopper is turned down for cleaning purposes. If the operator using the machine with this attachment, is caught by the paddles, his reaction instinctively would be immediately to release the lever, which when thus released, would throw out the electric switch which furnishes power to the mixer.

This device meets the following conditions: first, it provides for an operating dough mixer which is not objectionable to the operator; second, it provides an automatic stop which could be locked by the factory inspector or proprietor, thus making it impossible for the operator to disconnect it or put it out of commission should he so desire; third, it enables the operator to operate the dough mixer when the tank is tilted by holding a finger or foot on a convenient contact or lever which will keep the mixer operating only while this lever is being depressed.

Every mixing machine in every bakery in Pennsylvania is being ordered to be equipped with this device just as rapidly as the State inspectors can cover the State.

As this device has been called to the attention of proprietors of baking establishments throughout the State, it is being installed and is found to be satisfactory as is evidenced by one proprietor who has written to the Department as follows:

"I wish to thank you for ordering an automatic shut-off on my mixer. I am sorry I did not know about it sooner. I think it is a wonderful thing for safety."

Such statements as these from an employer are very gratifying to the Department of Labor and Industry, which is endeavoring to eliminate accidents not only for the good of the employe, but also in the interest of the employer.

DECLINING ACCIDENT RECORD

At the Standard Steel Works, Pittsburgh, Pennsylvania, the following record was posted all about the plant, showing what can be done in accident prevention when management and employes cooperate:

Year	Number of Accidents
1924	157
1925	53
1926	15

INDUSTRIAL BOARD

The following rules and regulations were approved by the Industrial Board at its meetings November 18, and December 15, 1926.

November Meeting:

RULES

1. Amendment to Rule Prohibiting Employment of Minors in Public Pool Rooms and Bowling Alleys.

New rule to read as follows:

"That the employment of minors under 18 years of age in public pool rooms or bowling alleys is prohibited.

That pool rooms and bowling alleys maintained by private organizations exclusively for their own members are not public pool rooms and public bowling alleys but the employment of minors under 16 years of age in any pool room or bowling alley is prohibited"

2. Amendment to Regulations for Operation of Motion Picture Projectors, Rule 335.

Paragraph (c) (AI) to read:

"Means shall be provided to enable the projectionist to signal the management when necessary. Such signal shall consist of a telephone, bell, or buzzer and shall be located where it will be heard in the manager's office or by the ticket seller or ticket receiver."

Paragraph (d) (AI) to read:

"(d) (AI) Toilet and wash facilities shall be provided for projectionists except where a licensed assistant or relief projectionist is available at all times for relief purposes.

The location of such toilet and wash facilities shall be within the walls of the projection room proper or in an approved fire resistive compartment or room directly connected to the projection room."

3. The Regulations for Emergency Lighting were Approved.

4. Scope of Automatic Sprinkler and Fire Alarm System as Required by Law.

"That approved automatic sprinkler system or approved automatic fire alarm system installations in buildings governed by the Fire and Panic Act be required according to the following classification and condition:

(a) Sprinkler System

1. The basement of hotels more than two stories in height in which heating equipment is located; with a building occupancy of fifty (50) or more, except as specified in Paragraph (b) 3 of these rules.
2. Theatres using stage for theatricals and vaudeville; installation to be back of proscenium arch and curtain, over and under the stage and in dressing rooms.
3. Factories and workshops manufacturing inflammable articles; with an occupancy of fifty (50) or more above the second story.

4. Mercantile establishments; with an occupancy of fifteen (15) or more employes above the second story.

(b) Fire Alarm System

1. Office buildings, public or private institutions, sanitariums, surgical institutes, asylums, hospitals, boarding houses, lodging houses, tenement houses, apartment houses or flats; with an occupancy of fifty (50) or more above the second story.
2. Factories and workshops manufacturing metals and non-combustibles; with an occupancy of fifty (50) or more above the second story.
3. Hotels of not more than three stories which are of fire-resistive construction throughout with an occupancy of not more than fifty (50) above the second story."

5. *Amendment to Rule 310 (f) of the Labor Camp Regulations.*

Amended rule to read:

"Where there is no running water available, the provisions of paragraph (a) to (e) inclusive shall not apply to labor camps operated for only one season in one location between the dates of April 1st and October 31st. In such camps, occupied by not more than twenty-four (24) men, there shall be provided an individual wash basin for each occupant and one bathing tub for each six occupants. In camps occupied by more than twenty-four (24) men there shall be provided an individual wash basin for each occupant and one cold shower bath for each fifty (50) occupants or fractional part thereof where topographical conditions enable water to be secured without long haulage. Where the foregoing is not possible, one bathing tub for each six occupants of the camp will be accepted. Nothing in these regulations shall be construed to require wash tubs or shower baths to be supplied in labor camps operating out of a central or base camp provided that absence from the central or base camp is never greater than seven (7) days at one time."

6. *Amendment to Rule P-328 of Boiler Regulations.*

New rule to read:

"A water-tube boiler shall have the firing doors, furnace inspection doors and clinker doors of the inward opening type, unless such doors are provided with substantial and effective latching or fastening devices or otherwise so constructed as to prevent them, when closed, from being blown open by pressure on the furnace side. These latches or fastenings shall be of the automatic positive locking type having a latch or bolt in a fixed bracket on the door frame or furnace front. The latch or bolt shall be dependent upon gravity or be counterweighted. Friction contacts, latches, or bolts actuated by springs are not acceptable. The material and construction of the device shall be durable and substantial. The foregoing requirement for latches or fastenings shall not apply to coal openings of downdraft or similar furnaces."

December Meeting:

RULES

1. *Latches for Water Tube Boilers.*

"All water tube boilers that are now or may hereafter be installed and operated shall meet the requirements of Rule P-328 of the Boiler Regulations, as amended November 18, 1926, and all doors other than explosion doors located less than seven (7) feet from the floors or working platforms of such boilers shall be provided with substantial and effective latching devices as specified in that rule.

Explosion doors, which may be provided to relieve furnace pressure in the event of furnace gas explosions or explosions from liquid, gaseous or powdered fuel, located within seven (7) feet from the floors or working platforms shall be provided with deflectors which will deflect the blast from the explosion doors, when forced open, in a direction away from the floors or working platforms."

2. *Head and Eye Regulations.*

New rule number 157.1 added to the regulations to require the use of protectors as designated in the regulations.

"(a) (AI) Persons engaging in any of the following occupations shall be required to use protectors as prescribed for such occupations, or other approved equally effective protection shall be provided.

Name of Occupation	*Type of Protector*
1. Oxy-acetylene and other Compressed Gas Welding and Burning	Type 3 Goggles with suitable glass.
2. Chipping	Types 2 and 3 Goggles
3. Electric Arc Welding	Type 3 Goggles with suitable glass and helmets with suitable glass
4. Electric Welding	Type 3 Goggles with suitable glass
5. Grinding—Wheel Dressing and Rough Emery	Types 2 and 3 Goggles
6. Iron Tapping at Cupola	Types 3 and 4 Goggles
7. Sand and Shot Blasting	Hood
8. Thermit Welding	Type 3 Goggles with suitable glass
9. Operating Cement Guns	Hood

3. *Amendments to Industrial Sanitation Regulations.*

(a) Definition of the term "accessible."

"The term ACCESSIBLE shall mean (when used and when implied) not more than one floor above nor more than one floor below the regular place of work of the person or persons for whose use sanitary facilities have been provided, except in buildings where a sufficient number of passenger elevators are provided and their use permitted to all employes at all times. It shall always mean in the building or on the premises where the person is employed."

(b) Rule 133 (e) requiring approved foot wear, eliminating the word approved, new paragraph to read:

"(e) (AI) The floor or floors of every establishment shall be kept as far as possible in a dry condition. Where wet processes are used the floors shall be drained free from liquids, or platforms, mats, or other dry standing places shall be provided, or boots or shoes which will insure that the feet are dry and free from dampness at all times while working shall be provided."

(c) Rule 135 (c), Location of Toilet Room.

"(c) (AI) Toilet rooms shall not be located more than one floor above or below the regular place of work of the person or persons for whose use they are provided except in those buildings where a sufficient number of passenger elevators are provided and their use permitted to employes at all times."

(d) Rule 141 (a) Amended to read as follows, the last item in the table being the amendment.

"141 (a) (AI) Washing facilities shall be furnished according to the following table:

Maximum number of persons	Feet of trough	or	Wash basins	or	Large circular wash fountains	
					32" diam.	54" diam.
1—8	2		1			
9—16	4		2			
17—30	6		3			
31—44	8	or	4	or		
45—65	10		5		1	
66—90	12		6			
91—115	14		7			
116—140	16		8			1

For each additional 25 employes or fraction thereof at least 2 additional feet of trough, or the equivalent thereof as set forth in the above table, shall be provided. Each 2 feet of trough, or the equivalent thereof shall be equipped with either a spray pipe or a faucet so connected as to supply water of the desired temperature. Hot water shall be supplied to all washing facilities. The trough shall not be equipped with a plug or other stopper."

(e) Rule 141 (c) Location of wash basin, amendment to read as follows:

"141 (c) (AI) Unless the general washing facilities are on the same floor and in proximity to the toilet room at least one wash basin shall be provided at a convenient location near the toilet room."

4. Laundry Regulations

The proposed new Laundry Regulations were approved finally.

5. Woodworking Regulations.

The proposed new Woodworking Regulations were approved finally.

INTERPRETATIONS

1. Interpretation of Part Time Industrial Schools as Approved June 9, 1925, Revised to Read as Follows:

"That wherever any establishment provides and maintains a part-time industrial school for the education of minors between the ages of fourteen and sixteen years, said minors may be employed at such occupations that are not specifically prescribed as hazardous in Section 5 of Act 177 (P. L. 1915), or which have not been declared as such by regulations of the Department of Labor and Industry; provided that the minors are at all times under the special supervision and instruction of competent foremen and where all machinery is properly guarded according to the rules and regulations of the Department of Labor and Industry.

"In all such instances the provisions of the Child Labor Act, concerning continuation schools, may be complied within any one of the following methods:

1. "The instruction for eight hours a week may be given in the school conducted by the employer.
2. "Shop instruction may be given in the shop for four hours a week; the remaining four hours of instruction may be given in the public continuation school; provided, that in all cases the instruction given in the shop, shall be under the supervision of the Department of Public Instruction, and shall comply with their rules and regulations governing such schools."
3. "All of the instruction may be given in the public continuation school."

"It is also provided that in all part-time industrial schools the rules and regulations governing hours of labor, attendance at school, employment certificates, etc., as mentioned in said act shall be complied with."

2. Division of Day of Rest for Women Employes.

Interpretation as approved March 24, 1925 revised to read as follows:

A. That hotels and institutions employing not more than ten women may be permitted to treat the day of rest in any of the following modes:

1. Give one complete day of twenty-four hours in each calendar week,

2. Give twenty-four hours consecutive rest beginning at any hour on the one day to continue until a corresponding hour the following day.

3. Give complete day off on Sunday one week and complete day off on week day the next week. (Variation under plan of day in each week).

4. Give alternate Sunday off with one-half week day, totalling two full days in each fortnight.

5. The day of rest may be divided on the basis of two days of work not more than five hours each provided:

(a) Under such circumstances the day shall be computed from midnight to midnight.

(b) That on each of the other five days of the week not more than eight hours work is permitted.

(c) That nine and one-half of the twelve hours of rest on each of the two days of rest must be consecutive.

B. That hotels employing more than ten women may be permitted to treat the day of rest in any of the following modes:

1. Give one complete day of rest in each calendar week.

2. Give twenty-four hours of consecutive rest beginning at any hour of the day to continue until a corresponding hour the next day.

3. Division of Day of Rest for Women Employed in Summer Hotels.

Interpretation as approved June 17, 1926, revised to read as follows (revision does not change intent of administration of this rule as approved June 17, 1926).

"Short term summer hotels operating four months in a year may be permitted to divide the day of rest as provided in Section 3 of the Woman's Law on the basis of two days of work not more than five hours each provided:

1. Under such circumstances the day of rest shall be computed from midnight to midnight.

2. That on each of the other five days of the week not more than eight hours work is permitted.

3. That nine and one-half of the twelve hours of rest on each of the two days of rest must be consecutive.

The following rules and interpretations were approved at the meeting of the Industrial Board, January 12, 1927.

RULES

1. Guards for Meat Grinders.

"All power driven meat grinders of the worm type shall be so constructed that meat can be safely fed to the worm by one of the following methods:

1. By a mechanical method of feeding the worm.

2. By the use of a permanently attached neck to the cylinder enclosing the worm which shall have an opening of not more that 2½ inches in diameter at a point at least 4½ inches above the worm.

3. Other means of protection may be provided when approved by the Industrial Board."

2. *Specifications for Fire Escapes.*

Standard specifications for fire escapes were approved.

3. *Means of Egress from Places of Assembly.*

"The following means of egress shall be provided for theatres, motion picture theatres, and assembly halls:

1. All exits shall be not less than five feet in width in the clear, leading full width to unobstructed outlets to the street.

2. The minimum number of exits to be provided for assembly halls and auditoriums having the exits from main floor not over one step of eight inches above grade shall be as follows:

Capacity		Number or Exits Required.
Fire-resistive buildings	Non fire-resistive buildings	
50—100	50—100	2
101—400	101—350	3
401—600	351—500	4
Add one exit for each 200 persons or fraction thereof over 600	Add one exit for each 150 persons or fraction thereof over 500	

3. The minimum number of exits to be provided for assembly halls and auditoriums with exit floor over one step of eight inches above grade shall be as follows:

Capacity		Number or Exits Required.
Fire-resistive buildings	Non fire-resistive buildings	
50—100	50—100	2
101—300	101—250	3
301—500	251—400	4
Add one exit for each 200 persons or fraction thereof over 500	Add one exit for each 150 persons or fraction thereof over 400	

4. The minimum number and the location of exits for main floors and balconies of theatres and motion picture theatres shall be required according to the figures in the following table:

Capacity		Number of exits required	Location
Fire-resistive buildings	Non fire-resistive buildings		
Up to 250	Up to 250	4	2 at front and 2 at rear near stage or screen
251—500	251—500	5	3 at front and 2 at rear near stage or screen
Add one exit for each 250 persons or fraction thereof over 500	Add one exit for each 200 persons or fraction thereof over 500		

The location of additional exits as required for occupancies over 500 persons shall be approved by the Secretary of Labor and Industry in each case.

5. All balconies shall be provided with exits in the same ratio as required for auditoriums and assembly halls, according to the class of building being considered. Further for balcony capacities between 100 and 250 persons at least one exit shall lead directly to the street and for capacities of 250 persons or more at least two exits shall lead directly to the street.

4. Amendment to Rule Prohibiting the Employment of Minors on Threading, Pointing and Nutting Machines.

"That the employment of minors under sixteen years of age on threading or pointing machines used in the manufacture of bolts and screws is prohibited. This rule does not apply to machines having full automatic feed."

INTERPRETATIONS

1. Interpretation of Regulations for Employment of Minors in Industrial Schools.

"That minors under eighteen years of age who are learning the operation of power driven machinery under proper supervision in industrial schools, and receiving no compensation for their work, are not pursuing an occupation forbidden by the Child Labor Law."

SUMMARY OF RECENT DECISIONS OF WORKMEN'S COMPENSATION BOARD

Prepared by

Henry Temin,
Staff, Workmen's Compensation Board

ACCIDENT

Proof.

The claimant, who on the day in question was engaged in carrying radiators up several flights of stairs, testified that he "made a lift going up the steps and wrenched myself." There was medical testimony that his heart condition, which disabled him, was probably due to the lifting of the radiators. Held: the evidence discloses an accident within the meaning of the Compensation Act which resulted in an injury causing the claimant's disability. Award affirmed.

A-4196. John McShea *v.* Boiler Repairs and Maintenance Co.
Opinion by Chairman Walnut, September 23, 1926.
(Appealed to Court of Common Pleas No. 5, Philadelphia County.)

Proof—*Res gestae.*

Statements made to a fellow employe by a deceased workman that he "came near knocking my head off" under circumstances indicating that it was a natural ejaculation or exclamation made under the pressure of excitement of the catastrophe, are admissible as part of the *res gestae.*

The decedent made statements to his fellow employe that he had bumped his head on a boom and asked the fellow employe to feel the bump on his head. Held: the declarations and circumstances were sufficient to prove an accident.

A-4513. Annie E. Radcliffe *v.* Burnside Construction Co.
Common Pleas of Cambria County. November 3, 1926.

Hemorrhage in the cerebellum induced by excessive heat.

Decedent's death was caused by a hemorrhage in the cerebellum. He was a stationary engineer and on the day of the stroke had been working in the engine room of the defendant's plant where the temperature was about 120 degrees Fahrenheit. His work on that day was described as unusual.

His physician testified that the strain of the man's employment coupled with the excessive heat induced the hemorrhage.

An award was sustained; the case being differentiated from the case of Gausman *v.* Pearson, 284 Pa. 348.

A-4987. Margaret Ober *v.* U. P. Board of Publication.
Opinion by Chairman Walnut, September 24, 1926.
(Appealed to Court of Common Pleas, Allegheny County.)

CAUSAL RELATION

Heart condition—Strain

The claimant alleged that he was lifting radiators and wrenched himself. He felt pains in his chest over the heart immediately, but continued work and consulted medical assistance the next day. His physician testified that the heart condition disabling the claimant was due to the lifting of the radiators. The referee awarded compensation. On a hearing *de novo*, an impartial physician reported that the exertion incident to the claimant's work was the final factor in his cardiac breakdown and the strain marked the limitation of his cardiac tolerance to effort. The award was affirmed.

A-4196. John McShea *v.* Boiler Repairs and Maintenance Co.
Opinion by Chairman Walnut, September 23, 1926.
(Appealed to Court of Common Pleas No. 5, Philadelphia County.)

COURSE OF EMPLOYMENT

The decedent in this case was employed to draw coke in defendant's ovens. On the day of the accident, his boss told him there was extra work for him and that he should go home for his lunch and return immediately. While on his way home, he met with an injury, resulting in death, about 300 yards from the ovens of the defendant. At the time of the accident, he was off the property of the employer, but ou a path frequently used by the employes.

The referee held that the decedent had met his death in the course of his employment since he was doing the exact thing and at the particular time and place and in the manner, he was commanded to do it by his employer, citing Dzibowska *v.* Superior Steel Co., 259 Pa. 578.

The Board distinguished the Dzibowska case on the ground that it covered accidents having some relation to the employer's premises.

Held: the employe in this case was in the situation of an employe going home for lunch after the completion of a portion of his day's work. The accident not having occurred in the course of his employment, compensation was disallowed.

A-5068. Rosie Palko *v.* Taylor-McCoy Coal and Coke Co.
Opinion by Chairman Walnut, September 25, 1926.
(Appealed to Court of Common Pleas, Cambria County.)

DEPENDENCY

The mother of decedent claimed compensation for partial dependency. The family consisted of the father, mother and six children. The average monthly income from the father and three children was about $681 and the average monthly expense about $425. The decedent's contribution was $137 per month. The Referee disallowed compensation.

The claimant contended that part of the essential monthly expense was made up by the combined contributions of the three sons and it was therefore illogical to say that the excess contribution was made by the decedent son. Held: actual dependency as required by the Compensation Act was not proved and the appeal was dismissed.

A-5248. Pauline Orent *v.* Glen Alden Coal Co.
Opinion by Morrison, Commissioner, September 29, 1926.
(Appealed to Court of Common Pleas, Lackawanna County.)

EMPLOYER AND EMPLOYE

The claimant was engaged by the defendant as a plasterer, was paid on a yardage basis and by the week, was told what houses to work on, did not have a contract for a definite length of time, was subject to discharge, was supplied with tools and materials, and was not engaged on any other operation at the time. He did have the right to hire his own men, who were, however, subject to discharge by the defendant. Held: the relationship was that of employer and employe rather than independent contractors.

A-5097. C. H. Phillips *v.* Heights Constr. & Supply Co.
Opinion by Morrison, Commissioner, October 19, 1926.

President of a corporation.

The decedent was president and director of the defendant corporation and owned a majority of the stock. For his services as president and director, he received no compensation. He was also employed as a manager and foreman for which he received $150 per week. He met his death while in the discharge of his duties as manager or foreman.

Held: the decedent, while acting as manager or foreman, was an employe within the meaning of the Compensation Act and his dependents are entitled to compensation for his death.

A-4683. Helen Santi *v.* American Coal Exchange, Inc.
Court of Common Pleas of Lackawanna County, October 26, 1926.

FINGER

Loss of more than one phalanx.

The claimant has lost the first phalanx of his right hand and a small portion of the second phalanx, about one-fifth. Held: Section 306 (c), providing that the loss of more than one phalanx shall be considered to be the loss of the entire finger, means the loss of a substantial part of the second phalanx.

A-5021. John F. Hudak *v.* Peale, Peacock & Kerr.
Opinion by Chairman Walnut, September 24, 1926.
(Appealed to Court of Common Pleas, Clearfield County.)

FOOT

Loss of use.

Where the record merely contains a technical description of the claimant's foot without an opinion by the physician as to what the disability amounts to, the referee cannot make a finding of loss of use of the foot. If he does, it will be reversed by the court on appeal.

A-4557. Charles Holzappel *v.* Estate of J. Dobson.
Court of Common Pleas No. 3 of Philadelphia County, March 3, 1926.

LIMITATIONS

A claim petition by a deceased employe's dependents, filed more than one year after the accident, but within one year of the death, is filed in time.

A-5069. John Steve *v.* Bertha Consumers Co.
Opinion by Chairman Walnut, September 25, 1926.

NOTICE OF INJURY

Forfeiting right to compensation by failure to give notice.

The claimant received an injury to his eye. He did not go to the first-aid station of the employer but let a fellow employe examine his eye. Several days later a doctor saw him and advised him to report his injury to his employer. He disregarded this advice and did not report the accident until 33 days after it occurred and 13 days after he had entered a hospital.

In the meantime, the eye had become infected and had to be removed. The medical testimony was to the effect that the eye could probably have been saved if treated promptly. Held: mathematical precision is not required to prove that the defendant was prejudiced by the delay in giving notice of the injury, reasonable probabilities are sufficient.

Unless there is an allegation of "mistake or ignorance of fact or law or of physical or mental inability, or fraud, misrepresentation or deceit, or any other reasonable cause or excuse," the burden is not on the defendant to show that he was prejudiced by the delay in seeking medical attention.

The case shows the most wilful and extended neglect on the part of the claimant and compensation was disallowed.

A-5202. Neil Curran *v.* The Hudson Coal Co.

Opinion by Morrison, Commissioner, September 22, 1926.

PRACTICE AND PROCEDURE

The insurance carrier had filed a petition to reopen the Referee's findings on the ground of collusion between the claimant and the employer (the insured) and had offered testimony to substantiate its petition. On a hearing *de novo* held by the Board, the Board permitted the testimony previously offered by the insurance company to be made part of the record without the necessity of recalling the witnesses.

A-5367. Christ Hodges *v.* Sun Baking Company.

Opinion by Chairman Walnut, November 22, 1926.

Commutation—Overpayment to the widow.

Where no guardian was appointed to represent the minor children of decedent at the time commutation was granted to their mother, the widow of deceased employe, the children are entitled to receive compensation as if no commutation had been made.

The widow in this case had received two commutations and had remarried. The question was whether any compensation was payable to the children to the end of the 300 week period. The Board held the children to be entitled to compensation as if no commutation had been made.

D-184. Fidelity Title & Trust Co., guardian of Myrtle, Catherine & Pearl Nichols, *v.* Consolidated Coal & Coke Co.

Opinion by Chairman Walnut, December 6, 1926.

Continuance.

The Referee refused the claimant's request for a continuance and heard the defendant's testimony. He dismissed the claimant's petition. The claimant's appeal alleged that his counsel and medical witnesses had important engagements and could not attend. The appeal was dismissed.

A-5183. Robert L. Ector *v.* Duquesne Reduction Co.

Opinion by Morrison, Commissioner, September 27, 1926.

Payments to the claimant's personal representative to be deducted from 300 week period during which compensation is payable to the widow.

The Referee made an award in this case which was affirmed by the board and court. In the meantime, the claimant died. His administrator filed a petition to have the award paid to it. The widow also filed a claim petition for compensation in her own right. Held: compensation which is due, although not adjudicated at the time of the death of the employe should go to his administrator.

Although Section 306 (f) says that the period during which compensation should be payable to an employe's dependents shall be reduced by the period during which compensation was paid to him in his lifetime, the defendant would be entitled to the same credit if the compensation was paid to the employe's administrator.

A-3885. George Skimo *v.* Pittsburgh Coal Co.

Opinion by Chairman Walnut, September 27, 1926.

Petition to terminate.

The defendant filed a petition for termination alleging that the claimant had fully recovered and was able to resume work. The Referee found that the claimant had a partial disability, but could not determine the claimant's loss of earning power since the claimant had subsequently been committed to the penitentiary for murder. Held: the referee's action in terminating compensation was correct.

A-5250. James Hancock *v.* Equitable Gas Co.

Opinion by Morrison, Commissioner, September 29, 1926.

THUMB

Loss of one phalanx.

The claimant lost the first phalanx of his right thumb while in the employ of the defendant. The Referee awarded him 30 per cent of $20.00 per week for sixty weeks.

The defendant appealed on the ground that as the Compensation Act does not specifically fix the amount to be paid on the loss of half a thumb, no compensation can be allowed. Held: the intention of the Legislature is evident, to allow one-half the compensation for the loss of half a thumb that is allowed for the loss of a whole thumb. The appeal was dismissed.

A-4550. Salvatore Micciche *v.* Price Pancoast Coal Co.

Court of Common Pleas of Lackawanna County. November 3, 1926.

TOTAL DISABILITY

The claimant lost his right eye, and thumb and index finger of his right hand in 1920. In 1923, he met with an accident while in the employ of the defendant as a result of which he lost the use of his left hand, and the sight of his left eye. He was paid compensation for the injuries resulting from the 1920 accident and for the second injuries arising out of the second accident. The claimant appealed, alleging he was entitled to compensation for total disability. Held: although the claimant is totally disabled, it is not alone because of his injuries received while in the employ of the defendant and an award for total disability was refused.

A-5090. Elmer Conway *v.* Clearfield Bit. Coal Corp.

Opinion by Morrison, Commissioner, September 30, 1926.

A physician testifies that the claimant could do some light forms of carpentering work, not involving the use of the leg and added that he knew of nobody who would hire the claimant as a carpenter for the work he could do. Held: the referee was justified in dismissing the defendant's petition for termination.

A-5065. James Rothermel *v.* Wm. Schaeffer.

Opinion by Morrison, Commissioner, September 22, 1926.

TRANSFER OF CASES FROM COMMON PLEAS.

The claimant was injured in 1922 and filed a suit in trespass in the Court of Common Pleas. In 1925, the court ordered the case certified to the Workmen's Compensation Board. Held: there is no authority which would authorize the transfer of the case from the court to the Board and the claim is barred by limitations.

A-5033. Ralph H. Senn *v.* Harry W. Holtgraver.

Opinion by Chairman Walnut, September 25, 1926.

VIOLATION OF MINE LAWS

The referee found that decedent met his death as a result of an explosion of gas occurring when he struck a match to light a fuse. This was in violation of the mine laws and compensation was disallowed.

The finding that decedent struck a match is based upon statements which decedent made to the first man to come to his assistance. Held: such statements were in the nature of declarations against interest and the findings of the referee were sustained.

A-4833. Agnes Mizzer *v.* Phila. & Reading Coal & Iron Co.

Opinion by Chairman Walnut, September 23, 1926.

(Appealed to Court of Common Pleas, Schuylkill County.)

WAGES

Decedent was working for 35 cents an hour at the time he met with the injury causing his death. His employment was casual and was not expected to last more than the half day. The defendant's regular employes worked a 54 hour week at the rate of 30 cents an hour. The referee ascertained the wage basis by multiplying 35 cents an hour by 9 hours to arrive at the daily wage and then multiplied the daily wage by 5½ to arrive at the weekly wage. It appearing that the other persons employed by defendant as laborers received 30 cents an hour for a 54 hour week, the Board determined this to be the average weekly wage of the decedent.

A-5214. Sarah Campbell *r* F. P. Chase & Sons.

Opinion by Chairman Walnut, December 6, 1926.

FIVE-YEAR COMPARATIVE STATEMENT OF ACCIDENTS REPORTED

MONTH	1922			1923			1924			1925			1926		
	FATAL	NON-FATAL	TOTAL	FATAL	NON-FATAL	TOTAL	FATAL	NON-FATAL	TOTAL	FATAL	NON-FATAL	TOTAL	FATAL	NON-FATAL	TOTAL
January	152	11,951	12.103	223	16,710	16,933	233	15,280	15,513	200	15,339	15,539	150	12.815	12,965
February	171	10 580	10.751	221	15,276	15,497	181	14,812	14,993	171	14,208	14,379	149	11,958	12,107
	323	*22,531*	*22.854*	*444*	*31,986*	*32,430*	*414*	*30,092*	*30,506*	*371*	*29,547*	*29,918*	*299*	*24,773*	*25,072*
March	172	12,582	12,754	222	15,653	15,875	212	15,989	16,201	158	15,517	15,675	185	15,606	15.791
	495	*35,113*	*35.608*	*666*	*47,639*	*48,305*	*626*	*46,081*	*46,707*	*529*	*45,064*	*45,593*	*484*	*40,379*	*40,863*
April	104	10,185	10.289	196	16,689	16,885	151	13,931	14,082	180	14,251	14,431	145	14,249	14,394
	599	*45,298*	*45,897*	*862*	*64,328*	*65,190*	*777*	*60,012*	*60,789*	*709*	*59,315*	*60,024*	*629*	*54,628*	*55,257*
May	116	9,572	9.688	226	17,384	17,610	157	13,940	14,097	170	14,523	14,693	172	14,521	14,693
	715	*54,870*	*55,585*	*1,088*	*81,712*	*82,800*	*934*	*73,952*	*74,886*	*879*	*73,838*	*74,717*	*801*	*69,149*	*69,950*
June	140	10,532	10,672	188	17,433	17,621	175	14,324	14,499	194	15,656	15,850	163	15.233	15.396
	855	*65,402*	*66,257*	*1,276*	*99,145*	*100,421*	*1,109*	*88,276*	*89,385*	*1,073*	*89,494*	*90,567*	*964*	*84,382*	*85.346*
July	124	10,263	10,387	221	17,749	17,970	185	14,917	15,102	178	16,440	16,618	193	15,586	15,779
	979	*75,665*	*76,644*	*1,497*	*116,894*	*118,391*	*1,294*	*103,193*	*104,487*	*1,251*	*105,934*	*107,185*	*1,157*	*98,968*	*101,125*
August	117	11,871	11,988	216	18,452	18,668	187	14,661	14,848	188	15,141	15,329	183	16,513	16,696
	1,096	*87,536*	*88,632*	*1,713*	*135,346*	*137,059*	*1,481*	*117,854*	*119,335*	*1,439*	*121,075*	*122,514*	*1,340*	*116,481*	*117,821*
September	138	12,307	12,445	173	15,504	15,677	167	14,230	14,397	141	14,428	14,569	233	15,866	16,099
	1,234	*99,843*	*101,077*	*1,886*	*150,850*	*152,736*	*1,648*	*132,084*	*133,732*	*1,580*	*135,503*	*137,083*	*1,573*	*132,347*	*133,920*
October	201	14,912	15,113	207	17,380	17,587	180	15,839	16,019	155	13,982	14,137	170	16,389	16,559
	1,435	*114,755*	*116,190*	*2,093*	*168,230*	*170,323*	*1,828*	*147,923*	*149,751*	*1,735*	*149,485*	*151,220*	*1,743*	*148,736*	*150,479*
November	260	14,824	15,084	163	15,532	15,695	194	13,389	13,583	133	12,273	12,406	186	14,849	15,035
	1,695	*129,579*	*131,274*	*2,256*	*183,762*	*186,018*	*2,022*	*161,312*	*163,334*	*1,868*	*161,758*	*163,626*	*1,929*	*163,585*	*165,514*
December	195	14,786	14,981	156	14,261	14,417	187	14,018	14,205	141	12,612	12,753	206	14,699	14,905
Totals	*1,890*	*144,365*	*146,255*	*2.412*	*198.023*	*200,435*	*2.209*	*175,330*	*177,539*	*2,009*	*174,370*	*176,379*	*2,135*	*178,284*	*180,419*

NOTE:—The figures in italics represent the cumulative totals by month under each classification.

Commonwealth of Pennsylvania

DEPARTMENT OF LABOR AND INDUSTRY

DIRECTORY OF OFFICES

MAIN OFFICES

Harrisburg: ....Office of the Secretary,
Industrial Board,
Workmen's Compensation Board,
Bureau of Employment,
Bureau of Industrial Relations,
Bureau of Industrial Standards,
Bureau of Inspection,
Bureau of Rehabilitation,
Bureau of Statistics,
Bureau of Workmen's Compensation,
Bureau of Women and Children,
State Workmen's Insurance Fund,

BRANCH OFFICES

Allentown: ....Lehigh Valley State Employment Office,
529 Hamilton Street.
State Workmen's Insurance Fund,
304 Colonial Building.

Altoona: ....Cooperative State Employment Office,
Post Office Building.
Bureau of Inspection,
Bureau of Rehabilitation,
Bureau of Workmen's Compensation,
Commerce Building.
State Workmen's Insurance Fund,
Central Trust Building.

Dubois: ....Bureau of Rehabilitation,
311 Deposit National Bank Building.

Erie: ....State Employment Office,
10-11 Carney Building

Franklin: ....State Workmen's Insurance Fund,
316 Franklin Trust Building.

Greensburg: ....State Workmen's Insurance Fund.
608 First National Bank Building.

Harrisburg: ....State Employment Office,
Second and Chestnut Streets.

Johnstown: ....State Employment Office,
219 Market Street.
State Workmen's Insurance Fund,
910 U. S. National Bank Building.

Kane: ....Bureau of Workmen's Compensation,
Kane Trust and Savings Building.

Lancaster: ....Cooperative State Employment Office,
Y. M. C. A. Building.
Bureau of Inspection,
Bureau of Workmen's Compensation,
Woolworth Building.

McKeesport: ....Cooperative State Employment office,
Y. M. C. A. Building.

Meadville:................Bureau of Inspection,
Masonic Building.

New Castle: ....Cooperative State Employment Office,
Y. M. C. A., West Washington Street.

Oil City: ....Cooperative State Employment Office,
Y. M. C. A. Building.

Philadelphia: ....State Employment Office, (Main Office),
Bureau of Rehabilitation,
1519 Arch Street.
Bureau of Inspection,
Bureau of Workmen's Compensation,
Workmen's Compensation Board,
Manhatten Building, Fourth and Walnut Streets.
State Employment Office for Women,
Bureau of Women and Children,
1924-26 Chestnut Street.
State Workmen's Insurance Fund,
1004 Commercial Trust Building.

Pittsburgh: ....Bureau of Inspection,
Bureau of Rehabilitation,
Bureau of Workmen's Compensation,
Fulton Building.
State Employment Office,
622 Grant Street.
State Workmen's Insurance Fund,
401 Park Building.

Pottsville: ....Bureau of Rehabilitation,
Bureau of Workmen's Compensation,
1 Ulmer Building.
State Workmen's Insurance Fund,
Baird Building.

Reading: ....State Employment Office,
108 North Fifth Street.

Scranton. ....State Employment Office,
116 Adams Avenue.
Bureau of Inspection,
Bureau of Workmen's Compensation,
State Workmen's Insurance Fund,
Union National Bank Building.

Sunbury: ....State Workmen's Insurance Fund,
Sunbury Trust and Safe Deposit Building.

Wilkes-Barre: ....Bureau of Rehabilitation,
Bureau of Workmen's Compensation,
Coal Exchange Building.

Williamsport: ....Bureau of Inspection,
707 First National Bank Building.
Bureau of Workmen's Compensation,
311 First National Bank Building.
Cooperative State Employment Office,
Y. M. C. A. Building.
343 West Fourth Street.

York: ....Bureau of Workmen's Compensation,
Central National Bank Building.

Note—State Employment offices are conducted in cooperation with the United States Employment Service.

COMMONWEALTH OF PENNSYLVANIA
DEPARTMENT OF LABOR AND INDUSTRY
BUREAU OF STATISTICS

REVIEW OF INDUSTRIAL STATISTICS—EMPLOYMENT

Applicants for employment at State Employment offices during December 1926, were 4.5 per cent less than during December, 1925. A total of 8,205 men and 3,606 women applied for work during December, 1926, compared to 8,564 men and 2,737 women during December, 1925. The decrease in applicants was among men because female applicants show an increase over December, 1925, of more than 30 per cent. The increasing use of the State employment service during the year 1926 is a remarkable development in the year's record. Five per cent of the applicants desired employment of a professional character. Thirty-two per cent were skilled workers, 19 per cent were partially trained, and the remaining 44 per cent were either unskilled or casual workers, or day workers. The proportion of male applicants seeking skilled employment was 37 per cent compared to 21.5 per cent for female applicants.

The ratio of applications to placements for December, 1926, was 217 to 100 compared to 173 to 100 for November, and 161 to 100 for October, 1926. The number of workers available for every 100 employment opportunities was 185 in December compared to 143 for November, and 113 for October, 1926. This unusually large surplus of labor available during December, 1926, was spread throughout all lines of industry with the exception of the paper and printing industry. The lines of industry in which the excess labor supply appeared greatest during December were construction and contracting, metals and metal products, transportations and public utilities, hotels and restaurants, and wholesale and retail stores.

Reports of employment and wages received from 849 manufacturing concerns and 41 construction companies during December, 1926, show that total employment was 2 per cent less than in November, and average weekly earnings for 300,000 employes were 3 per cent higher during December. Index numbers based on the monthly average for the year 1923 compare as follows:

	Number of wage earners	Average weekly earnings
December, 1923	97.	103.
December, 1924	89.	103.
December, 1925	93.	103.
December, 1926	93.	106.

The employment situation of several industry groups was changed materially during December. The downward slide of employment in automobile plants, which has been continuous since April, 1926, apparently reached its lowest level in November and showed no change in December. Employment in this industry dropped 30 per cent in six months.

In electrical machinery and apparatus the 24 per cent slump is attributed to completion of Christmas orders and big drops in employment were reported by manufacturers of radio batteries and apparatus.

More than half of the 26 firms in the miscellaneous steel-products group reported increased weekly earnings over November.

Decreased employment was reported by 13 of the 17 firms in the structural-iron group. The losses, however, were slight and average weekly earnings were somewhat higher than the November average. A few firms reported the closing down of several departments and cuts in the hours of plant operation.

The clothing industry is passing thru its slack period just prior to the season of spring activity. Manufacturers of furnishings and undergarments report increased earnings for their employes. Most of the factories are operating far below capacity.

A further drop of 21.3 per cent in employment was reported by construction companies. December is the third consecutive month that decreased employment was reported and the employment decline is approximately 37 per cent since September, 1926. Building operations are being carried on at about 50 per cent of their peak summer activity. Street and highway construction has practically been discontinued until spring. The overhaulage and repairs to equipment keep small forces of the road construction group busy during winter months.

Increased earnings over November were reported by a majority of firms in the paint and varnish industry.

Employment in the petroleum refining industry is developing a distinct seasonal fluctuation. The lessened demand for petroleum products during the winter seems directly to influence employment in the refining industry.

Business in the leather-tanning industry seemed especially good during December and 11 of the 17 firms in this group reported increased employment and earnings. One company added 200 new employes to its payroll during the month.

INDUSTRIAL ACCIDENTS AND COMPENSATION COSTS.

During the month of December, 1926, a total of 206 fatal and 14,699 non-fatal accidents were reported to the Bureau of Workmen's Compensation. The December record brought the number of accidents reported during the calendar year 1926 to the relatively high total of 2,135 fatal and 178.284 non-fatal accidents. This total represents an increase over the year 1925 of 126 fatal and 3.914 non-fatal accidents, or 6.3 per cent and 2.2 per cent, respectively. The coal mining industry was responsible for the increased number of accidents. The records show decreases of 11 fatal accidents and 3,373 non-fatal accidents in the number reported by industries other than coal mining. This fact is clearly brought out in the following illustration:

	The year 1926		The year 1925		Increase or decrease	
	Fatal	Non-fatal	Fatal	Non-fatal	Fatal	Non-fatal
All industries	2.135	178,284	2,009	174,370	+126	+3.914
Coal mining,	929	51,867	792	44,580	+137	+7,287
All industries other than coal mining	1,206	126,417	1.217	129.790	—11	—3.373

In accounting for this increase in mining accidents it must be remembered that work in anthracite mines was suspended from September 1, 1925, until a few days after the new agreement terminating the suspension was reached, February 17, 1926. From incomplete reports it is estimated that anthracite mines were in operation 59 days more during 1926 than during 1925. Factors in the increase of mine fatalities were the 3 mine disasters in 1926 in which a total of 73 lives were lost. Two of the disasters occurred in the bituminous coal fields, one in February and one in August, and the third in an anthracite mine on October 30th in which 9 men lost their lives.

Other industry groups show some interesting changes for the year 1926 compared to 1925. The accident prevention drive in the construction industry resulted in 24 less fatal accidents in 1926 than in 1925. Non-fatal accidents, however, show a 2 per cent increase.

Manufacturing industries showed a very slight increase in fatalities and a 5 per cent decrease in non-fatal accidents. The manufacturing industries that show reductions in the total number of accidents reported are: clay, glass and stone; textiles; and metals and metal products.

Figures for the transportation and public-utility group show more decisive reductions in accident totals than any other group. This group shows a reduction in 1926 of 15 per cent in fatalities and 42 per cent in non fatal injuries. A part of this decrease, however, is due to a change in industry classifications.

The retail and wholesale-trading groups each show larger accident totals than in 1925. Here again changed classifications prevent perfectly accurate comparisons.

The state and municipal group shows a 13 per cent lower fatal accident rate but an increased number of non-fatal injuries.

The principal causes of accidents in 1926 vary in many instances from those in 1925. The three causes prolific of most accidents in the mining industry, explosions, cars and engines, and falling objects, show astonishing increases. This serves further to corroborate the statement that the mining industry is responsible for the increased total of accidents. Transmission accidents have been reduced materially and proper attention to guarding regulations are undoubtedly responsible. The increase in motor vehicular accidents is not as large as has been expected.. Accidents due to horse vehicles fell off as a natural result of their decreased use. More careful use of hand trucks is apparent in the decreased accident totals. The reduction of 20 per cent in the number of deaths due to electricity is remarkable and shows some very active safety work. Burns from hot metal and acids were noticeably fewer. Consideration for those working "below" is shown by the substantial reduction in accidents caused by falling objects outside of mines and quarries. A revival of the "watch your step" slogan will be necessary if the rate of persons injured by falls continues to increase as it has in 1926. The decreased number of accidents in the miscellaneous cause group is attributable to two things; one, that accident causes during 1926 were classified more intelligently than previously, and second, that those whose-duty it is to fill out the accident report blanks, have been supplying more accurate and complete information, which in turn permits better classification of accident causes in the tabulations of accident data prepared by the Department.

Compensation payments were authorized during the month of December, 1926, in 5,918 cases, obligating the payment of $1,084.444. This amount was made up as follows: fatal cases $420,704, permanent disability cases $328,805, and temporary disability cases, $334,935.

The amount of compensation awarded during the year 1926 totaled $12,979,641. Awards for 1926 were $814.095, or 6.7 per cent, higher than the preceding ten year average. The aggregate amount of compensation involved in the 75,335 compensation agreements approved by the Bureau of Workmen's Compensation during the eleven years that the Act has been operative is $121,655,455.

COMMONWEALTH OF PENNSYLVANIA
DEPARTMENT OF LABOR AND INDUSTRY
BUREAU OF STATISTICS

Accidents Occurring During Course of Employment Reported to the Bureau of Workmen's Compensation

ACCIDENT REPORTS RECEIVED

1926	Fatal	Permanent Disability	Temporary Disability	Total
January	150	138	12.677	12,965
February	149	123	11.835	12,107
March	185	202	15.404	15.791
April	**145**	**149**	**14,106**	**14,394**
May	172	165	14.356	14,693
June	163	142	15,091	15,396
July	193	171	15,112	15,779
August	133	158	16.355	16.696
September	233	181	15,685	16,099
October	170	167	16.222	16,559
November	186	160	14.680	15.035
December	206	151	14.543	14.905
Total—1926	2.135	1.904	176,380	180.419
*Grand Total	26,821	9.599	1.930.667	2.017.087

AGREEMENTS APPROVED

1926	Fatal	Permanent Disability	Temporary Disability	Total
January	150	288	5,848	6,286
February	105	258	4,479	4,842
March	161	332	5,862	6,355
April	134	339	6,295	6,768
May	147	264	5.826	6,237
June	143	321	6,077	6,541
July	124	281	5.768	6,173
August	176	281	6,535	6,992
September	179	290	5.012	5,481
October	153	267	6.736	7,156
November	221	316	6.049	6,586
December	137	326	5,455	5,918
Total—1926	1,830	3,563	69,942	75.335
*Grand Total	21,755	20.484	725,957	768,196

Compiled from Records in the Bureau of Workmen's Compensation

COMPENSATION AWARDED AND PAID

1926	AWARDED			
	Total Compensation Awarded	Fatal Compensation Awarded	Permanent Disability Compensation Awarded	Temporary Disability Compensation Award'd
Total—1926	$12.979.611	$5.278,927	$3,384.399	$1.316.315
January	1,043.269	362.749	288.235	392,285
February	860,267	320,937	223.523	315.807
March	1.227.873	491.084	357.591	379.198
April	1,097.350	359,512	319,392	418.446
May	1.032.140	406,243	278,324	347.573
June	1.059.713	368.385	304.730	386.598
July	949.519	330,807	244.261	374.451
August	1,174.190	538.537	260,857	374.796
September	1,225,075	622.938	287,105	315.032
October	987.188	457.284	191.136	338.768
November	1.238,613	599,747	300.440	338.426
December	1,084.444	420.704	328.805	334.935
*Grand Total	$121.655.455	$59.653.782	$24,654.869	$37.346,804

1926	PAID			
	Total Compensation Paid	Fatal Compensation Paid	Permanent Disability Compensation Paid	Temporary Disability Compensation Paid
Total—1926	$11.037,688	$3,529.120	$3,192.253	$4.316,315
January	962,679	275.824	294,570	392,285
February	768,985	262,555	190,623	315,897
March	1.115.853	398.655	338,000	379,198
April	1.015.851	299.268	298,137	418.446
May	863.508	249,517	266,418	347.573
June	1.025.039	383,923	254.518	386.598
July	939.189	298,707	266.031	374.451
August	863.901	238.184	250.921	374,796
September	857.469	308,133	234,804	315.032
October	877.597	278.327	260.002	338.768
November	814.109	229,529	246.154	328.426
December	933.508	305,998	292.575	334,935
*Grand Total	$81,853.557	$25,219.528	$19,287,225	$37,346,804

PERMANENT INJURIES**

1926	Loss of Legs		Loss of Arms		Loss of Hands		Loss of Feet		Loss of Eyes	
	No.	Amt. Awarded	No.	Amt. Awarded	No.	Amt. Awarded	No.	Amt. Awarded	No.	Amt. Awarded
Total—1926	124	$311.378	83	$207.090	229	$158,068	192	$344,481	575	$870,732
January	11	28,475	3	7.740	19	37.807	15	28.355	53	79,570
February	11	26.688	7	18.060	13	26.166	11	19,538	26	41,000
March	14	36.706	11	28.844	27	50.497	24	43.786	51	78,677
April	9	23.170	6	15.480	20	38,614	21	39,064	51	76,027
May	11	26.780	10	25.723	19	39,555	19	32,650	44	68.685
June	14	31.800	10	24,970	18	35.361	17	29,862	53	78.284
July	7	17,254	5	12.056	19	36.782	11	18,249	41	60,409
August	9	20.055	8	17.639	24	47.577	12	20.953	43	68,692
September	14	35,912	6	14,793	20	43.391	11	19.768	48	75,043
October	4	10.062	5	12,814	10	19.827	9	16.184	40	56.724
November	7	17.912	7	17,569	19	39.621	24	42.456	63	94,021
December	13	33.555	5	11,402	21	42.890	18	33,616	62	93,600
*Grand Total	1,202	$2.425,797	831	$1.825.083	2,633	$4.733,538	1,558	$2.545.041	6.460	$8.881.991

PERMANENT INJURIES**—(Continued)

1926	Loss of Fingers		Loss of Phalanges		Miscellaneous		Total	
	No.	Amt. Awarded	No.	Amt. Awarded	No.	Amt. Awarded	Amt. Awarded	Amt. Paid
Total—1926	1.553	$537,332	1.286	$241,319	188	$413.979	$3,384.399	$3.192.253
January	140	48,520	92	18.143	19	39.625	288.235	294.670
February	141	48.947	106	18,402	12	24.722	223.523	190.623
March	150	52.856	96	18.804	21	47.421	357.591	338,000
April	116	51.185	120	22.297	21	53.555	319.392	298,137
May	109	38.187	80	15.895	11	30,840	278,324	266.418
June	116	50,354	111	19,284	16	31,815	304,730	254.518
July	120	42,104	114	22,577	16	34.830	244.261	266.031
August	117	40,610	109	19.887	10	25.444	260.857	250.921
September	127	40.877	107	20.709	19	36.612	287.105	234,301
October	123	41.938	112	19.679	11	13.908	191,136	260.002
November	133	46.749	116	22.775	12	19.337	300.440	246.154
December	101	35,005	123	22.867	20	55.870	328.805	292,575
*Grand Total	5.263	$1,800,329	4.462	•$834.020	665	$1.609,070	$24,654.869	$19,287,225

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*Since the inception of the Act—January 1, 1916.

**Multiple losses separated respectively.

NOTE: The above table presents changes in a number of items from similar tables previously published. The changes have been made as information received subsequent to the publication of former tables made such corrections necessary.

COMMONWEALTH OF PENNSYLVANIA
DEPARTMENT OF LABOR AND INDUSTRY
BUREAU OF STATISTICS

ACTIVITIES OF STATE EMPLOYMENT OFFICES

December, 1926

(FIVE WEEKS)

Industries	Persons applying for positions			Persons asked for by employers			Persons sent to positions			Persons receiving positions			Number of employers served		
	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
GRAND TOTAL	11,811	8,205	3.606	6,379	4,281	2.098	6,596	4,644	1,952	5.452	3,882	1,570	2,777	1,353	1,424
Total Industrial Group¹ (Skilled Workers)	3,775	2,656	1,119	1,991	1,300	691	2,001	1,338	663	1,505	1,016	459	804	481	323
Building and Construction	754	754	----	345	345	----	377	377	----	298	298	----	106	106	----
Ship Building	47	47	----	26	26	----	35	35	----	26	20	----	7	7	----
Chemicals and Allied Products	3	3	----	----	----	----	----	----	----	----	----	----	----	----	----
Clay, Glass and Stone Products	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----
Clothing	60	2	58	19	1	18	22	1	21	14	1	13	13	1	12
Textiles	85	55	30	50	20	30	25	19	6	22	17	5	20	12	8
Food and Kindred Products	62	21	41	98	9	89	82	7	75	63	6	57	27	8	19
Leather, Rubber and Composition Goods	10	9	1	18	3	15	6	4	2	5	3	2	5	1	4
Lumber, Woodwork and Furniture	32	27	5	6	4	2	6	4	2	5	3	2	4	3	1
Paper and Printing	10	9	1	31	4	27	30	1	29	26	1	25	10	2	8
Metals and Metal Products	866	834	26	442	427	15	461	454	10	383	376	7	175	173	2
Mines and Quarries	64	64	----	178	178	----	64	64	----	62	62	----	6	6	----
Transportation and Public Utilities	463	363	100	165	128	37	194	177	17	137	123	14	73	62	11
Hotels and Restaurants	187	68	119	99	25	74	81	28	53	63	23	40	63	18	45
Wholesale and Rental Trade	323	96	227	227	38	189	182	40	142	152	25	127	79	26	53
Miscellaneous	815	304	511	287	92	195	433	127	306	249	82	167	216	56	160
Total: Other Groups	8,036	5,549	2,487	4,388	2,981	1,407	4,595	3.306	1,289	3,947	2,836	1.111	1.973	872	1,101
Professional and Technical	640	384	256	226	148	78	291	190	101	161	99	62	125	78	47
Agricultural	19	18	1	12	12	----	13	13	----	10	10	----	9	9	----
Semi-Skilled	2,211	1,182	1,029	1,055	364	691	1,000	448	552	776	351	425	658	221	437
Unskilled	3,847	3,656	191	2,248	2,187	61	2,429	2,364	65	2,158	2.106	52	505	458	47
Casual and Day Workers²	1.319	309	1.010	847	270	577	862	291	571	842	270	572	676	106	570
September, 1926 (5 weeks)	14.365	9,850	4.515	11.645	8,035	3,610	10.359	7,790	2,569	8,780	6.730	2,050	4,436	2,485	1,961
October, 1926	11.887	8,059	3,828	10.530	7,474	3,056	8,656	6,270	2,386	7,383	5,484	1,899	4,073	2,188	1,885
November, 1926	11.924	7,726	4,198	9,313	6,783	2,530	8,321	5,970	2,351	6.910	5,090	1,820	3.454	1,880	1,574
December, 1925	11.301	8.564	2,737	6,960	5.082	1,878	7,374	5,488	1,886	6.414	4.816	1,598	----³	----³	----³
December, 1924	11.022	7,918	3,104	6,396	4.814	1.552	6,371	4,977	1,394	5.603	4,379	1,224	----	----	----
December, 1923	12,655	10,425	2,230	7,086	5,665	1,421	6,776	5,675	1,101	6,050	5,114	936	----	----	----
Per cent of Applicants Placed, December, 1926	46.	47.	44.	----	----	----	----	----	----	----	----	----	----	----	----
Per cent of Openings Filled, December, 1926	----	----	----	84.	89.	75	----	----	----	----	----	----	----	----	----
Per cent Referred to Positions, Placed, December, 1926	----	----	----	----	----	----	82.	84.	80.	----	----	----	----	----	----

¹New classification adopted, July 1, 1926.
²The placement of each casual and day worker is recorded for only one placement per week.
³Comparative data not available.

EMPLOYMENT AND WAGES IN PENNSYLVANIA

Group and Industry	No. of Plants Reporting	Number of wage earners—week ended			Total weekly wages—week ended			Average weekly earnings—week ended		
		Dec. 15, 1926	Nov. 15, 1926	Per cent Change	Dec. 15, 1926	Nov. 15, 1926	Per cent Change	Dec. 15, 1926	Nov. 15, 1926	Per cent Change
ALL INDUSTRIES (45)	888	299,320	305,461	— 2.0	$8,040,670	$7,970,871	+ 0.9	$26.86	$26.09	+ 3.0
METAL MANUFACTURERS:	291	152,310	156,499	— 2.7	4,465,518	4,369,835	+ 2.2	29.32	27.92	+ 5.0
Automobiles, bodies, and parts	19	7.053	7,047	+ 0.1	201,378	199,004	+ 1.2	28.55	28.24	+ 1.1
Car construction and repair	19	20,804	20,131	+ 3.3	624.214	575,472	+ 8.5	30.00	28.59	+ 4.9
Electrical machinery and apparatus	19	9,100	12,037	—24.4	271,638	331,018	—17.9	29.85	27.50	+ 8.5
Engines, machines, and machine tools	37	11.525	11,600	— 0.6	352,277	335,403	+ 5.0	30.57	28.91	+ 5.7
Foundries and machine shops	59	9.663	9,521	+ 1.5	294,224	273.461	+ 7.6	30.45	28.72	+ 6.0
Heating appliances and apparatus	15	4.022	4,098	— 1.9	118,922	120.994	— 1.7	29.57	29.53	+ 0.1
Iron and steel blast furnaces	12	13.484	13,519	— 0.3	394,619	378,674	+ 4.2	29.27	28.01	+ 4.5
Iron and steel forgings	12	3,496	3,529	— 0.9	88,350	86,952	+ 2.6	+ 1.6	25.27	24.64
Steel works and rolling mills	36	39,881	40,779	— 2.2	1,171,355	1.172,195	— 0.1	29.37	28.75	+ 2.2
Structural iron works	17	4,761	5,217	— 8.7	131,663	136.483	— 3.5	27.65	26.16	+ 5.7
Miscellaneous iron and steel products	26	19,245	19,920	— 3.4	561.347	505.728	+11.0	29.17	25.39	+14.9
Shipbuilding	3	6,579	6,394	+ 2.9	188.042	185.898	+ 1.2	28.58	29.07	— 1.7
Hardware	8	1.781	1,781	.0	45,393	45.560	— 0.4	25.49	25.58	— 0.4
Non-ferrours metals	9	916	926	— 1.1	22,096	22.903	+ 3.9	24.12	24.83	+ 2.9
TEXTILE PRODUCTS:	173	59,733	59,283	+ 0.8	1,337,476	1,317,434	+ 1.5	22.39	22.22	+ 0.8
Carpets and rugs	10	3.156	3,111	+ 1.4	85,700	83,415	+ 2.7	27.15	26.81	+ 1.3
Clothing	32	4.992	4,953	+ 0.8	96,780	89,230	+ 8.5	19.39	18.02	+ 7.6
Hats, felt and other	5	3.911	3,967	— 1.4	106.576	109.688	— 2.8	27.25	27.65	— 1.4
Cotton goods	10	4.628	4,532	+ 2.1	115,466	109,702	+ 5.3	24.95	24.21	+ 3.1
Silk goods	43	20.475	20,164	+ 1.5	379,288	382,723	— 0.9	18.52	18.98	— 2.4
Woolens and worsteds	15	5,966	6,073	— 1.8	140,406	143.310	— 2.0	23.53	23.60	— 0.3
Knit goods and hosiery	42	14.613	14.524	+ 0.6	361,116	346.270	+ 4.3	24.71	23.84	+ 3.6
Dyeing and finishing textiles	10	1,992	1,959	+ 1.7	52,144	53,096	— 1.8	26.18	27.10	— 3.4
FOODS AND TOBACCO:	116	24.571	24.542	+ 0.1	525.869	518.590	+ 1.4	21.40	21.13	+ 1.3
Bakeries	38	4,970	4,885	+ 1.7	143,926	141.823	+ 1.5	28.96	29.03	— 0.2
Confectionery and ice cream	25	5.893	6.065	— 2.8	129,478	130.010	— 0.4	21.97	21.44	+ 2.5
Slaughtering and meat packing	14	2.168	2,191	— 1.0	66.029	64.610	+ 2.2	30.46	29.49	+ 3.3
Cigars and tobacco	39	11,540	11,401	+ 1.2	186,436	182,147	+ 2.4	16.16	15.98	+ 1.1
BUILDING MATERIALS:	70	20.686	21,288	— 2.8	591.548	619,695	— 4.5	28.60	29.11	— 1.8
Brick, tile, and terra cotta products	29	4.412	4.561	— 3.3	112.232	118.025	— 4.9	25.44	25.88	— 1.7
Cement	14	7,735	7.864	— 1.6	237,147	248,988	— 4.8	30.66	31.06	— 8.2
Glass	24	7,719	7,987	— 3.4	218.242	228.607	— 4.6	28.27	28.63	— 1.3
Pottery	4	820	876	— 6.4	23.927	24.015	— 0.4	29.18	27.41	+ 6.5
CONSTRUCTION AND CONTRACTING:	39	4.641	5.901	—21.3	138,900	177.282	—21.7	29.93	30.04	— 0.4
Buildings	24	2,059	2,950	—30.2	64.563	94,751	—31.9	31.36	32.12	— 2.4
*General	15	2,582	2,951	—12.5	74.337	82,531	— 9.9	28.79	27.97	+ 2.9
CHEMICALS AND ALLIED PRODUCTS:	38	9,651	10.146	— 4.9	279.127	278,690	+ 0.2	28.92	27.47	+ 5.3
Chemicals and drugs	21	1.301	1,323	— 1.7	35.959	35,235	+ 2.1	27.64	26.63	+ 3.8
Explosives	3	581	568	+ 2.3	15.442	15.101	+ 2.3	26.58	26.59	— 0.0
Paints and varnishes	9	1.030	1.068	— 3.6	29.115	28.075	+ 3.7	28.27	26.29	+ 7.5
Petroleum refining	5	6,739	7,187	— 6.2	198.611	200,279	— 0.8	29.47	27.87	+ 5.7
MISCELLANEOUS INDUSTRIES:	161	27,728	27.802	— 0.3	702.232	689.345	+ 1.9	25.33	24.79	+ 2.2
Lumber and planing mill products	28	4.058	4,152	— 2.3	87,352	89,947	— 2.9	21.53	21.66	— 0.6
Furniture	21	2,437	2,581	— 5.6	59.127	66,136	—10.6	24.26	25.62	— 5.3
Leather tanning	17	5,676	5,355	+ 6.0	148.515	134.904	+10.1	26.17	25.19	+ 3.9
Leather products	9	589	625	— 5.8	12.546	13.075	— 4.0	21.30	20.92	+ 1.8
Boots and shoes	22	3.859	3.883	— 0.6	72,255	69.169	+ 4.5	18.72	17.81	+ 5.1
Paper and pulp products	19	4.910	4,973	— 1.3	125.369	122.738	+ 2.1	25.53	24.68	+ 3.4
Printing and publishing	39	3.985	3.944	+ 1.0	140.178	135.815	+ 3.2	35.18	34.44	+ 2.1
Rubber tires and goods	3	785	855	— 8.2	23.152	23.821	— 2.8	29.49	27.86	+ 5.9
Novelties and jewelry	3	1,429	1.434	— 0.3	33.738	33.740	— 0.0	23.61	23.53	+ 0.3

*Includer two street and highway construction firms.

COMMONWEALTH OF PENNSYLVANIA

DEPARTMENT OF LABOR AND INDUSTRY

BUREAU OF STATISTICS

Accidents Occurring During Course of Employment Reported to the Bureau of Workmen's Compensation During the Year, 1926

Cause	Total of All Industries		CONSTRUCTION				Contracting		Chemicals and Allied Products		Clay, Glass and Stone Products	
			Building		Other							
	*F	N F	F	N F	F	N F	F	N F	F	N F	F	N F
Total of all causes,	2,135	178,284	86	11,042	72	4,750	62	1,607	41	2,866	26	5,182
Machinery,	63	17,363	1	338	3	312	1	145	1	123	---	476
Boilers,	12	120	---	2	---	2	---	4	1	5	--	2
Pumps, Compressors & Prime Movers,	11	631	---	66	---	42	---	52	5	69	-	20
Transmission,	5	147	---	1	---	3	1	7	---	12	---	10
Elevators,	40	768	3	74	1	12	--	11	---	23	---	16
Cranes and Derricks,	80	3,817	7	254	7	202	7	424	4	115	1	66
Cars and Engines,	440	22,609	2	124	5	104	3	138	1	85	2	443
Motor Vehicles,	138	8,561	10	465	14	325	7	355	2	196	2	97
Horse Vehicles,	17	1,842	---	59	---	52	3	150	---	45	---	35
Hand Trucks,	12	3,871	---	140	---	64	---	160	---	72	2	386
Water Craft,	17	150	---	------	2	21	7	65	---	3	---	------
Handling Objects,	62	31,201	1	2,269	1	1,001	--	800	2	666	2	1,539
Hand Tools,	18	16,383	---	956	2	185	2	431	---	251	---	274
Electricity,	79	1,094	1	34	6	25	1	3	---	8	1	23
Explosives and Explosions,	228	1,673	1	44	3	35	5	51	6	55	3	23
Hot and Corrosive Substances,	65	6,223	1	394	2	195	3	122	5	287	---	223
Falling Objects,	76	9,065	7	1,157	7	463	11	585	6	158	1	387
Falling Objects (Mines and Quarries),	499	13,992	---	------	---	------	---	------	--	------	---	------
Fall of Pensons,	196	18,776	47	2,616	19	781	7	571	4	403	7	550
Stepping upon or Striking Against Objects,	19	11,236	3	1,803	---	184	--	395	--	202	---	394
Miscellaneous Causes,	58	5,762	2	262	---	142	1	128	1	85	2	208

Cause	Clothing Manufacture		Food and Kindred Products		Leather, Rubber and Composition Goods		Lumber, Wood and their Products		Paper and Printing Industries		Textiles	
	F	N F	F	N F	F	N F	F	N F	F	N F	F	N F
Total of all causes,	7	1,736	45	5,401	6	1,569	24	4,184	9	2,571	11	3,037
Machinery,	--	798	5	529	--	385	3	1,243	1	794	1	1,133
Boilers,	--	------	---	4	--	4	---	1	--	2	---	2
Pumps, Compressors & Prime Movers,	--	2	1	16	-	6	---	14	--	9	---	6
Transmission,	--	3	---	7	--	1	---	3	--	8	---	14
Elevators,	2	26	3	63	--	14	1	19	1	27	---	38
Cranes and Derricks,	--	1	---	33	--	11	---	24	1	19	---	8
Cars and Engines,	--	4	2	66	--	27	---	113	--	45	---	7
Motor Vehicles,	1	43	10	683	--	29	5	193	1	140	---	64
Horse Vehicles,	--	2	2	349	--	2	2	200	--	16	1	7
Hand Trucks,	--	17	1	115	--	55	---	101	--	145	---	95
Water Craft,	--	------	---	------	--	------	---	------	--	------	---	------
Handling Objects,	--	233	3	1,289	1	346	5	806	2	465	1	463
Hand Tools,	--	93	---	414	--	115	2	481	1	116	---	151
Electricity,	--	1	1	12	--	7	---	4	--	9	1	5
Explosives and Explosions,	--	3	1	21	1	7	---	8	--	5	2	9
Hot and Corrosive Substances,	1	39	2	232	2	130	---	55	--	105	2	110
Falling Objects,	1	51	4	268	--	68	5	254	--	141	---	112
Falling Objects (Mines and Quarries),	--	------	---	------	--	------	---	------	--	------	---	------
Fall of Pensons,	--	238	7	734	1	214	1	359	2	338	2	465
Stepping upon or Striking Against Objects,	1	162	-	322	--	115	---	213		117	1	276
Miscellaneous Causes,	1	17	3	224	1	33	--	93	-	40	---	72

Cause	METALS AND METAL PRODUCTS													
	Total		Blast Furnaces and Steel Works		Rolling Mills		Foundries and Machine Shops		Fabrication		Car Repair Shops		Automobile Service Stations	
	F	N F	F	N F	F	N F	F	N F	F	N F	F	N F	F	N F
Total of all causes,	296	43,593	59	1,937	77	7,501	39	7,924	73	14,724	41	9,474	7	2,033
Machinery,	32	7,787	1	52	9	1,278	5	1,640	13	3,749	4	969	--	99
Boilers,	5	45	---	4	2	9	---	11	1	9	2	10	--	2
Pumps, Compressors & Prime Movers,	4	75	1	7	3	20	---	13	---	24	---	4	--	7
Transmission,	----	46	---	2	---	6	---	11	---	22	---	3	--	1
Elevators,	8	119	3	2	2	4	---	19	3	74	---	10	--	10
Cranes and Derricks,	39	2,106	9	158	13	551	5	469	11	646	1	252	--	30
Cars and Engines,	65	2,770	13	166	18	280	6	91	5	29[illegible]	23	1,917	--	22
Motor Vehicles,	10	1,422	---	17	---	51	1	53	5	302	---	106	1	893
Horse Vehicles,	1	26	---	2	---	1	---	7	1	15	---	1	--	------
Hand Trucks,	5	1,553	---	68	2	309	1	241	1	571	1	359	--	2
Water Craft,	2	13	---	------	---	7	---	------	2	6	---	------	--	------
Handling Objects,	19	10,268	3	359	3	1,923	2	2,177	6	3,664	5	1,911	--	224
Hand Tools,	4	3,946	--	177	--	508	1	532	1	1,039	1	1,413	1	317
Electricity,	11	292	1	15	1	52	2	37	7	131	---	50	--	7
Explosives and Explosions,	8	197	1	22	---	22	1	29	2	66	--	20	1	38
Hot and Corrosive Substances,	20	2,761	5	354	7	357	4	950	1	577	3	414	--	109
Falling Objects,	14	3,326	4	198	4	719	4	581	2	1,162	---	585		51
Falling Objects (Mines and Quarries),	----	------	---	------	---	------	---	------	---	------	---	------	--	------
Fall of Pensons,	37	3,398	11	218	10	694	6	171	9	1,158	1	751	--	103
Stepping upon or Striking Against Objects,	4	2,265	--	85	1	168	1	265	2	835	--	128	-	81
Miscellaneous Causes,	8	1,178	4	71	2	202	-	231	1	379		271	1	34

Cause	COAL MINES				TRANSPORTATION				Public Utilities		Quarries and Mines Other Than Coal		Miscellaneous Industries	
	Anthracite		Bituminous		Steam Railroads		Other							
	F	N F	F	N F	F	N F	F	N F	F	N F	F	N F	F	N F
Total of all causes,	484	27,633	445	24,234	188	9,053	30	2,147	58	2,879	41	2,685	61	6,818
Machinery,	2	546	5	1,114	----	31	---	22	1	76	2	162	3	862
Boilers,	3	9	----	3	----	10	---	2	1	4	---	4	---	4
Pumps, Compressors & Prime Movers,	----	59	----	55	----	8	---	5	1	29	---	18	---	37
Transmission,	1	10	1	8	----	------	---	------	---	5	1	5	---	2
Elevators,	6	49	3	29	----	5	1	7	1	7	1	6	3	70
Cranes and Derricks,	----	94	----	75	3	79	2	33	2	44	2	94	2	69
Cars and Engines,	74	6,114	84	7,126	172	4,271	9	273	---	74	10	410	4	170
Motor Vehicles,	1	47	1	71	----	159	7	771	5	336	2	93	15	927
Horse Vehicles,	1	36	1	58	----	2	---	12	---	15	---	20	4	314
Hand Trucks,	----	25	----	16	1	467	---	72	1	47	---	13	---	123
Water Craft,	----	1	----	5	----	------	2	30	---	1	---	3	---	2
Handling Objects,	6	4,772	5	2,684	3	1,365	1	312	1	551	---	497	1	1,290
Hand Tools,	2	3,073	2	2,809	1	748	---	103	-	315	--	341	1	351
Electricity,	6	167	11	265	1	7	2	46	32	122	---	12	-	20
Explosives and Explosions,	102	673	74	271	----	13	1	5	2	50	7	54	5	65
Hot and Corrosive Substances,	11	258	2	192	----	177	--	35	1	150	--	37	6	251
Falling Objects,	3	452	1	201	----	185	---	80	2	203	3	111	--	308
Falling Objects (Mines and Quarries),	243	6,455	245	7,081	----	------	---	------	---	------	9	438	--	------
Fall of Pensons,	12	2,030	5	894	6	896	3	189	6	548	3	210	8	1,106
Stepping upon or Striking Against Objects,	2	1,714	1	606	----	246	1	68	--	194	1	71	2	458
Miscellaneous Causes,	9	1,019	4	581	1	381	1	82	2	108		73	7	383

Cause	Hotels and Restaurants		TRADING				State and Municipal	
			Retail		Wholesale			
	F	N F	F	N F	F	N F	F	N F
Total of all causes,	4	1,323	53	5,743	16	1,687	70	3,454
Machinery,	--	81	2	245	---	47	---	124
Boilers,	--	2	---	2	2	1	---	6
Pumps, Compressors & Prime Movers,	--	1	---	9	---	1	---	38
Transmission,	--	------	1	1	---	------	---	1
Elevators,	1	23	4	70	---	43	1	4
Cranes and Derricks,	--	1	2	32	---	15	1	18
Cars and Engines,	--	------	3	144	2	41	2	57
Motor Vehicles,	--	21	14	1,053	5	321	26	750
Horse Vehicles,	--	2	1	198	---	28	1	214
Hand Trucks,	--	9	---	101	1	83	1	12
Water Craft,	-	------	3	------	---	2	1	4
Handling Objects,	--	294	3	1,289	1	490	4	422
Hand Tools,	-	126	1	467	---	78	---	253
Electricity,	--	3	2	12	---	4	3	10
Explosives and Explosions,	-	30	5	22	---	1	2	31
Hot and Corrosive Substances,	2	196	---	107	3	22	2	142
Falling Objects,	--	43	1	238	---	99	4	161
Falling Objects (Mines and Quarries),	--	------	---	------	---	------	2	18
Fall of Pensons,	1	325	8	1,004	1	226	9	638
Stepping upon or Striking Against Objects,		115	1	556	---	141	2	196
Miscellaneous Causes,	-	31	2	193	1	41	9	355

*F=Fatal. N F Non-Fatal

COMMONWEALTH OF PENNSYLVANIA
DEPARTMENT OF LABOR AND INDUSTRY
BUREAU OF STATISTICS

Accidents Occurring During Course of Employment Reported to the Bureau of Workmen's Compensation During December, 1926

Cause	Total of All Industries		CONSTRUCTION				Contracting		Chemicals and Allied Products		Clay, Glass and Stone Products		Clothing Manufacture		Food and Kindred Products		Leather, Rubber and Composition Goods		Lumber, Wood and their Products		Paper and Printing Industries		Textiles		METALS AND METAL PRODUCTS														COAL MINES				TRANSPORTATION				Public Utilities		Quarries and Mines Other Than Coal		Miscellaneous Industries		Hotels and Restaurants		TRADING				State and Municipal	
			Building		Other																				Total		Blast Furnaces and Steel Works		Rolling Mills		Foundries and Machine Shops		Fabrication		Car Repair Shops		Automobile Service Stations		Anthracite		Bituminous		Steam Railroads		Other										Retail		Wholesale			
	*F	N F	F	N F	F	N F	F	N F	F	N F	F	N F	F	N F	F	N F	F	N F	F	N F	F	N F	F	N F	F	N F	F	N F	F	N F	F	N F	F	N F	F	N F	F	N F	F	N F	F	N F	F	N F	F	N F	F	N F	F	N F	F	N F	F	N F	F	N F	F	N F	F	N F
Total of all causes	206	14,699	3	797	12	381	6	420	4	248	4	383	7	154	---	431	---	130	2	335	1	205	---	255	27	2,991	9	127	4	557	4	548	6	1,031	4	533	---	195	51	2,560	37	2,353	27	849	3	188	1	250	5	185	4	573	1	108	9	507	1	149	1	244
Machinery	5	1,362	---	26	2	26	---	14	---	12	---	34	---	59	---	50	---	41	---	103	---	58	---	93	3	517	---	1	1	97	---	98	1	243	1	65	---	13	---	56	---	146	---	3	---	1	---	3	---	15	---	62	---	3	---	26	---	7	---	7
Boilers	2	17	---	---	---	1	---	---	---	2	---	---	---	---	---	1	---	1	---	---	---	---	---	1	2	3	---	1	---	1	---	1	1	---	1	---	---	---	---	3	---	1	---	3	---	---	---	1	---	---	---	---	---	---	---	---	---	---	---	---
Pumps, Compressors & Prime Movers	1	51	---	1	---	5	---	5	---	6	---	1	---	1	---	---	---	---	---	1	---	---	---	1	1	7	1	---	---	3	---	---	---	2	---	---	---	2	---	9	---	5	---	1	---	---	---	---	---	---	---	6	---	---	---	---	---	---	---	2
Transmission	---	11	---	---	---	---	---	1	---	---	---	1	---	---	---	1	---	---	---	---	---	1	---	2	---	4	---	---	---	1	---	---	---	3	---	---	---	---	---	---	---	---	---	---	---	---	---	1	---	---	---	---	---	---	---	---	---	---	---	---
Elevators	5	61	1	7	---	2	---	1	---	4	---	2	---	1	---	1	---	---	---	1	---	1	---	3	1	13	1	---	---	---	---	4	---	9	---	---	---	---	2	1	1	4	---	1	---	---	---	1	---	---	---	2	---	5	---	7	---	3	---	1
Cranes and Derricks	3	335	---	15	---	20	1	45	1	17	---	9	---	---	---	1	---	---	---	2	---	2	---	1	1	170	---	11	---	57	---	35	1	45	---	17	---	5	---	12	---	10	---	8	---	---	---	6	---	9	---	8	---	---	---	---	---	---	---	---
Cars and Engines	50	2,041	---	6	2	8	1	17		3	1	36	1	---	---	9	---	6	---	10	---	1	---	2	3	194	---	14	1	28	---	12	---	14	2	126	---	---	5	554	11	662	23	442	---	21	---	7	1	32	1	13	---	---	1	11	---	3	---	4
Motor Vehicles	14	779		35	3	29	---	31	1	12		7	---	6	---	58	---	3	1	15	1	15	---	4	---	134	---	5	---	10	---	---	---	24	---	3	---	92	---	4	1	9	---	10	1	79	---	41	---	9	1	84	---	---	4	101	---	41	1	52
Horse Vehicles	1	169	---	3	---	1	---	18	---	7	---	1	1	---	---	27	---	1	---	21	---	1	---	---	---	1	---	---	---	---	---	---	---	1	---	---	---	---	---	5	---	7	---	---	---	1	---	1	---	1	---	33	---	---	---	18	---	1	---	18
Hand Trucks	4	313	---	7	---	6	---	21	---	8	1	24	---	2	---	9	---	4	---	6	---	11	---	9	2	116	---	4	1	24	1	22	---	16		20	---	---	---	2	---	2	1	46	---	9	---	5	---	1	---	15	---	---	---	7	---	2	---	1
Water Craft	3	12	---	---	1	4	1	7	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	1	---	---	---	---	---	---	---	---	1	---	---	---	---	---
Handling Objects	6	2,672	---	172	1	75	---	68	1	53	---	106	---	27	---	88	---	27	---	57	---	37	---	47	---	648	---	21	---	115	---	147	---	260	---	92	---	13	1	444	---	261	1	117	---	30	---	39	---	33	1	119	---	23	1	129	---	42	---	30
Hand Tools	1	1,254	---	66	---	41	1	40	---	15	---	15	---	6	---	31	---	8	---	38	---	4	---	12	---	282	---	9	---	43	---	41	---	82	---	79	---	28	---	247	---	240	---	63	---	3	---	32	---	30	---	19	---	8	---	29	---	9	---	16
Electricity	2	80	---	5	---	1	---	---	---	2	---	1	1	---	---	1	---	---	---	---	---	---	---	---	---	12	---	3	---	---	---	---	---	6	---	2	---	1	---	15	---	31	---	---	---	1	1	7	---	1	---	1	---	---	---	2	---	---	---	---
Explosives and Explosions	14	148	---	2	---	4	---	7	---	6	1	1		---	---	2	---	1	---	2	---	---	---	---	1	14	2	2	---	3	1	2	1	2	---	1	---	4	7	64	1	24	---	1	---	1		6	---	---	1	5	---	4	---	1	---	---	---	3
Hot and Corrosive Substances	8	499	---	24	---	16	2	12	1	28		16	---	4	---	23	---	11		6	---	13		12	2	215	1	21		31	1	76	---	10		28	---	14	1	20	---	16	---	9	---	[illegible]		19	---	2	---	17	1	18	---	7	1	2	---	8
Falling Objects	12	677	---	85	1	36	---	46		9	1	[illegible]	1	1	---	26	---	1	1	29		16		9	2	276	2	11		52	---	41	---	84		33	---	5	2	47	---	16	---	13	---	5		12	1	5	---	23	---	3	---	15	---	9	---	9
Falling Objects (Mines and Quarries)	58	1,332	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	33	605	23	703	---	---	---	---	---	---	2	23	---	---	---	---	---	---	---	---	---	1
Fall of Persons	11	1,642	1	210	2	69	---	51	---	11		[illegible]		35	---	67	---	19	---	28	---	[illegible]		30	1	[illegible]	1	1	1	58	1	37	1	[illegible]	---	42	---	10	---	206	---	80	2	82	1	10		55	---	16	---	93	---	33	1	93	---	19	---	56
Stepping upon or Striking Against Objects	2	807	1	116	---	29	---	29	---	11		[illegible]		10	---	19	---	1		[illegible]	---	[illegible]		[illegible]		[illegible]	---	[illegible]	---	28	---	20	---	[illegible]	---	13	---	6	---	162	---	67	---	14	---	5		8	1	5	---	32	---	8	---	47	---	9	---	17
Miscellaneous Causes	4	437	---	17	---	5	---	7	---	6		12		2	---	17	---	[illegible]		7				[illegible]		[illegible]	1			6	---	12	1	[illegible]		12	---	2	---	101	---	60		36	1	[illegible]		6	---	3	---	41	---	3	1	14	---	2	---	19

*F=Fatal. N F=Non-Fatal.

December	13	33,555	5	12,409	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]

LABOR AND INDUSTRY

Published monthly by
DEPARTMENT OF LABOR AND INDUSTRY
COMMONWEALTH OF PENNSYLVANIA
CHARLES A. WATERS, *Secretary.*

VOL. XIV MARCH, 1927 NO. 3

Contents

Page

Development of Departmental Regulations, ... 3
CHARLES A. WATERS, Secretary of Labor and Industry.

The First Year's Administration of Industrial Home Work Regulations, ... 5
CHARLOTTE E. CARR, Director, Bureau of Women and Children, Department of Labor and Industry

Recent Decisions of Workmen's Compensation Board, ... 13

Workmen's Compensation Districts, ... 16

Seasonal Employment in the Construction Industry, ... 17

Emergency Lighting Systems Approved by the Department of Labor and Industry, ... 17

Reduction of Eye Losses in the Steel Industry, ... 19
JOHN S. SPICER, Accident Investigation Section, Department of Labor and Industry

Five-Year Comparative Statement of Accidents Reported, ... 22

Directory of Offices, ... 23

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DEVELOPMENT OF DEPARTMENTAL REGULATIONS

By Charles A. Waters,

Secretary of Labor and Industry

Much has been said during the past few years about the desirability of more business in Government and less Government in business and expressions of opinion have often been made concerning the Department of Labor and Industry's relation to this subject. This is especially true of the industrial regulations which the Department promulgates from time to time, and which many people look upon as being just so many more restrictions on industry. That it is not the intention of the Department to be restrictive or to work a hardship in any way, but to be of assistance in every way, may be shown by a statement of what the policy of the Department is in its development and promulgation of regulations.

This policy can be best shown by discussion of the methods used and the results obtained in the development of the Regulations for Pits and Quarries. The policy used in connection with these regulations illustrates very clearly the future policy of the Department and shows conclusively how properly developed regulations can be of great benefit to industry.

The first step in the development of the Pit and Quarry Regulations was a study of the accident situation by an analysis of the accident reports received by the Department and by a thorough investigation of conditions as they actually existed in the pits and quarries. Practically, every quarry in the state was inspected and the hazards which seemed to exist were discussed with the quarry operators and the men actually working in the quarries. This work, while consuming considerable time, gave the Department such thorough knowledge of the conditions actually existing that it was possible to prepare a tentative draft of the proposed regulations. This draft was received generally by the industry as being practicable and reasonable. It was widely distributed and a series of public hearings held in various section of the state to which were invited all interested persons. These hearings really developed into round-table discussions of the regulations, and many valuable suggestions were received by the Department which tended to make the regulations better understood and more workable. A new draft was prepared, following the public hearings, and discussed with individual operators and groups of operators all over the state. In other words, the industry was preparing its own regulations and the Department was simply acting as the agent of the industry in putting together and sorting out the many opinions and suggestions received from the industry in order to assemble them into a workable whole.

The final draft of the regulations which has been promulgated is looked upon with favor by the quarrying industry. The many conferences have served to establish a better understanding between the quarrying industry and the Department. The industry as a whole understands better its own problems, and is united in thought as to its needs along accident-prevention lines.

Such a policy of development of departmental regulation is sound and practical. The Department recognizes the fact that it cannot be so expert in its knowledge of the varied methods and practices of industry as to be able to create by itself regulations which are sensible and practicable. It can serve, however, in its accident-prevention work as a clearing-house for expert opinion and information, and can be the agency of industry in the development of regulations by industry which are recognized as sensible, reasonable, and necessary. It is on this basis that the Department administers its regulatory powers.

What are some of the results of such a policy? Again reference may be made to the Pit and Quarry Regulations as an illustration of the practical benefits to be derived from such a cooperative scheme. Mention has already been made of the new attitude of the quarry industry toward accident-prevention work. The regulations were not promulgated in time for the Department to apply them during the year of 1926. It is pleasing to note, however, that there was a substantial reduction in the number of accidents in quarries in 1926 as compared with 1925, thus proving that the development of the regulations created interest in accident-prevention work. It is noted that the majority of the decrease in accidents in this industry occured in the months of the year following the establishment of the contact between the Department and the quarry industry. Some quarries, as a result of their safety work, have been able to run for long periods of time without a lost-time accident and it can be shown that these quarries didn't have any form of safety organization prior to the presentation of the matter to them by the Department during the development of the regulations. Such activity, when followed more completely by the industry through application of the regulations, can result in only one thing, and that is a tremendous reduction in the number of accidents charged against the industry.

Another benefit of this development policy is the reduction of insurance rates. The insurance interests of the State through their safety commitee, have recognized the practicability of the regulations of the Depatrment and have adopted them completely. This not only insures complete uniformity in standards, but has made possible, through the information which the Department has been able to furnish the insurance companies, a readjustment of the insurance charges and substantial reduction of the minimum rates. This means that the quarry, that establishes an active safety organization, follows the regulations in detail, and employs nothing but safe practices in its operations, will save itself hundreds of dollars a year in the elimination of the charges and in the reduction of the minimum rate. In addition, the quarry operator benefits from a reduction of all other compensation costs and a general increase in production from his employes.

The worker is benefited by the regulation policy because he is assured of the establishment of proper safeguards by his employer, and is given practical suggestions for safe practices which he can follow and thereby prevent accidents from occurring through misinformation or from apparent carelessness on his part. Both he and his family are saved the great suffering which always comes with accidents. His production increases and, therefore, his total wages increase. He is able to work full time instead of part time and as a consequence of all these facts, his relationship with his employer is on a much improved basis and he is able to get a greater share of happiness out of life.

It is possible to enumerate many more benefits which the State as a whole and industry in particular will derive from the adherence to such a cooperative policy of regulation development. The points already cited simply tend to show that the Department, in developing these regulations which are absolutely necessary to insure the proper protection to the workers of the State, must and will work only in cooperation with the industry and not by itself through the assertion of the power given it by law.

THE FIRST YEAR'S ADMINISTRATION OF INDUSTRIAL HOME WORK REGULATIONS

Prepared by Bureau of Women and Children

Charlotte E. Carr, Director

The first year of the administration of Pennsylvania's Industrial Home Work Regulations ended November 1, 1926. The outstanding task during this period has been to license employers who are giving out industrial home work and to assist them to develop systems of supervision of home work by which they may be assured that their work is being carried on under legal conditions. The purpose of this report is to present the scope of the home work problem as it has been revealed during a year's administration of the regulations and in so far as is possible to show the practical results of the state's regulation and the employer's supervision of home work.

THE EXTENT OF HOME WORK

Licensed Employers

At the close of the first year's administration of the Home Work Regulations 910 employers, or owners of material, have been licensed to distribute industrial home work.* The majority of the firms giving out home work are Pennsylvania establishments, but out-of-state firms also send work into the state to be distributed to the homes. The licensed employers are listed below according to location of establishment.

Licensed Employers by Location	Number
Pennsylvania	850
Out of state	60
Total	910

There were 38 licenses cancelled or revoked during the year. Three were revoked for failure to comply with the regulations and 35 were cancelled, either because the employer had ceased giving out home work or because the firm had gone out of business.

In addition to the 910 licensed employers, 127 agents and contractors have been licensed to distribute home work belonging to licensed employers. These are largely agents for out of state employers as shown below:

Location of Licensed Employer	Number of Agents
Pennsylvania	26
Out of state	101
Total	127

Home Workers

Employers licensed to give out home work are required to submit quarterly to the Department of Labor and Industry lists of all home workers employed. According to the September 1926 lists, 11,883 home workers were employed by the 910 licensed employers.

Industries

Home work industries in Pennsylvania are varied. Men's clothing is the most important single home work industry, involving 25 per cent of all the licensed emloyers and 20 per cent of all the home workers in the state. The needle trades, a classification combining all kinds of clothing and art needlework, include more than 60 per cent of the home workers in the state and 65 per cent of the licensed employers. Home work on tobacco is next in importance both as to the number of licensed employers and number of home workers. Table 1 classifies the licensed employers and the home workers by industry.

---

*February 1, 1927, 1001 employers have been licensed.

Table 1. Licensed Employers and Home Workers By Industry

INDUSTRY	LICENSED EMPLOYERS		HOME WORKERS	
	Number	Per cent	Number	Per cent
Men's clothing	236	25.9	2,381	20.0
Women's and children's clothing	50	5.5	1,394	11.7
Miscellaneous clothing	96	10.5	1,174	9.9
Gloves, handkerchiefs, neckwear	18	2.0	336	2.8
Shirts, nightwear, overalls	67	7.4	797	6.7
Footwear	2	.2	22	.2
Hats and caps	9	1.0	19	.2
Knit goods	176	19.3	1,446	12.2
Underwear	64	7.0	757	6.4
Hosiery	91	10.0	471	4.0
Sweaters	21	2.3	218	1.8
Tobacco	169	18.6	1,314	11.1
Art needlework	38	4.2	1,027	8.6
Art needlework	26	2.9	995	8.4
Curtains and draperies	12	1.3	32	.3
Novelties and toys	18	2.0	566	4.8
Artificial flowers and feathers	5	.5	41	.3
Novelties, toys and flags	13	1.4	525	4.4
Tags	6	.7	547	4.6
Miscellaneous	121	13.3	2,334	17.1
Boxes, wooden and paper	38	4.2	154	1.3
Curtain rings and cords	4	.4	522	4.4
Drugs	2	.2	35	.3
Food products	3	.3	31	.3
Garters and braid	5	.6	21	.2
Gilding cards	8	.9	80	.7
Gold leaf	4	.4	110	.9
Hair goods	5	.6	19	.1
Hardware	4	.4	62	.5
Leather goods	2	.2	11	.1
Rugs and carpets	10	1.1	370	3.1
Silk and woolen goods	15	1.6	30	.2
Snaps, hooks and pins	3	.3	261	2.2
Towels and lace	11	1.2	233	2.0
Umbrellas	7	.8	95	.8
Total	910	100.0	11,883	100.0

Geographical distribution

The establishments giving out industrial home work are found chiefly in the Philadelphia and Lancaster districts. More than 80 per cent of the licensed employers and 91 per cent of the home workers are located in these two districts.

Table 2 shows the geographical distribution of all licensed employers and home workers.

Table 2. Licensed Employers and Home Workers by Location

Location	Employers		Home Workers	
	Number	Per cent	Number	Per cent
Philadelphia district	396	43.5	6,514	54.8
Lancaster district	366	40.2	4,261	35.9
Other districts	88	9.7	1,108	9.3
Out of state	60	6.6	----------*	----------
Total	910	100.0	11,883	100.0

*Home workers for out of state employers are accounted for in the districts within the state in which the work is done.

Size of establishment

The home work problem in Pennsylvania is one of small employers rather than large. More than three-fourths of the licensed employers have less than 25 home workers. Table 3 gives the distribution of the licensed employers according to number of home workers employed.

Table 3. Licensed Employers by Size of Establishment

Number of Home Workers	Licensed Employers	
	Number	Per cent
1 and less than 5	356	39.1
5 and less than 10	188	20.7
10 and less than 25	185	20.3
25 and less than 50	51	5.6
50 and less than 100	28	3.1
100 and less than 200	8	.9
200 and less than 500	15	1.6
No home workers	79*	8.7
Total	910	100.0

MAINTENANCE OF LEGAL STANDARDS IN HOME WORK

The procedure of the Bureau of Women and Children in the administration of the home work regulations has been first, to interview the employer in order to assist him in developing the necessary organization to bring his distribution of home work up to legal standards and second, to investigate a representative number of the homes in which his work is being done to determine whether the work is carried on under legal conditions. During the year the Bureau has had personal contact with 686 of the 910 licensed employers. In this number are included all licensed employers having 25 or more home workers. There have been 2088 homes investigated. In 325 of the homes, home work had been permanently discontinued, leaving a total of 1763 homes for which complete information regarding the conditions of work was obtained.

Employer's Supervision

One of the fundamental principles of the home work regulations is the placing directly on the owner of material the responsibility of having home work done under legal conditions. It is self evident that the assuming of such responsibility necessitates some organization on the part of the employer. One of the services the Bureau of Women and Children has offered home-work employers has been to assist in working out plans for the supervision of home work to meet their particular problems.

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*These employers had no home workers employed at the time the last quarterly list was submitted.

Of the 686 employers interviewed 470, or 68.5 per cent, agreed to work out plans of supervising their home work. The active cooperation of the employers in industries where the work is unskilled and therefore most liable to present special dangers in illegal employment of children, was most gratifying. Every employer giving out home work on tags agreed to supervise the work. A large proportion of employers giving out knit goods, tobacco, art needlework and miscellaneous clothing, also promised to inaugurate some plan of supervision. In men's, women's and children's clothing industries, the establishing of systems of supervision was not so general. In many cases the actual owner of material distributing his work to a contractor, prefers to shift the responsibility of supervision on to the contractor. Clothing sometimes passes through two or three establishments before it finally reaches the home worker. This does not lessen the need for supervision of the homes in which the work is done, but it does highly complicate the whole problem of developing a plan of supervision.

Table 4 distributes the 686 employers according to industry and agreement to supervise the homes in which their work is done.

Table 4. Employers Interviewed According to Agreement to Supervise Home Work and Industry.

Supervision	Total		Industry															
			Men's Clothing		Women's and Children's Clothing		Miscellaneous Clothing		Knit Goods		Tobacco		Art Needle Work		Novelties and Toys		Tags		Miscellaneous	
	Number	Per Cent	Number	Per Cent	Number	Per Cent	Number	Per Cent	Number	Per Cent	Number	Per Cent	Number	Per Cent	Number	Per Cent	Number	Per Cent	Number	Per Cent
Employer's Supervision	470	68.5	80	43.5	16	40.0	58	81.7	82	85.4	163	94.2	17	73.9	9	45.0	5	100	41	55.4
No Supervision	109	15.9	38	20.6	17	42.5	9	12.7	9	9.4	3	1.7	5	21.7	6	30.0	-------	-------	22	29.7
Doubtful*	107	15.6	66	35.9	7	17.5	4	5.6	5	5.2	7	4.0	1	4.3	5	25.0	-------	-------	11	14.9
Total	686	100	184	100	40	100	71	100	96	100	173	100	23	100	20	100	5	100	74	100

*Doubtful cases were those where a definite decision was not made at the time of the interview as to type of supervision to be established.

The plans of supervision, as worked out by the home work employers, varied considerably. An employer's problem of supervising home work depends materially on two factors, the number of home workers employed, and the kind of operation performed. An employer having 100 or more home workers is likely to need a very different plan of supervision from the employer who has, perhaps, only 10 or 15 workers. It is evident, also, that industries where the work is highly skilled present an entirely different problem regarding the observance of the Child Labor Law from industries where the work is unskilled and can be done as easily by children as by adults.

Some employers have put on a full-time supervisor of home work whose duties bring her in constant contact with the homes in which work is done. Others have had members of the firm, who had other duties as well, visit the homes and instruct the home workers. Some have given instruction to the home workers when they came to the factories to get work. Many have had printed instructions calling attention to the regulations, in some cases requiring the home workers to sign a statement that all work would be done in accordance with the regulations.

Table 5 shows the various types of supervision as developed by the home work employers.

Table 5. Employers Interviewed by Type of Supervision

Type of Supervision	Employers	
	Number	Per cent
Regular investigation	16	2.3
Occasional investigation	41	6.0
General survey	54	7.9
Interview	103	15.0
Written notice	13	1.9
Knows home workers personally	243	35.4
Doubtful	107	15.6
None	109	15.9
Total	686	100.0

Conditions in the Home

As the representatives of the Bureau of Women and Children visited the homes to which licensed employers were sending home work, careful check was made of the conditions in those homes and subsequently a report was given to each employer. When the Laws or regulations were not being observed, the employer was given an opportunity to correct the violation before any further action was taken by the Bureau. In cases where a re-check showed that the law was continually being violated, the employer was requested to cease giving work to that home.

Violations of the Child Labor Law

The illegal employment of children has always been the evil inherent in industrial home work. In a study made in 1924* before the present regulations went into effect, it was found that in 50 per cent of the 1243 homes investigated which had children under 16 years of age, children were working illegally on home work. Of the 1763 homes investigated, during this first year of the administration of the home work regulations, 1202 had children under 16 years of age. Children were found illegally employed in 23.5 per cent of these homes. Serious as this finding is, it shows a marked decrease since 1924 in the proportion of homes having violations of the Child Labor Law. In 1924, in one-half of the homes with children these children were permitted to work illegally; in 1926 less than one-fourth of the homes with children were permitting them to work illegally.

The change in the proportion of homes having illegally employed children varied considerably in the different industries. The industries in which the proportion of violations was greatest in 1924, and the decrease in violations in 1926 are shown below:

Families with Children: Proportion with violations of the Child Labor Law by industry and year

Industry	Percentage of homes with violations	
	1924	1926
Tags	90.8	41.4
Women's and Children's Clothing	50.3	27.4
Men's Clothing	44.3	25.8
Knit Goods	29.2	17.4
All Industries	50.0	23.5

The reduction of illegal child labor may be even greater than the figures show, for in many cases the home investigations were made at approximately the same time that the plans of supervision were being inaugurated. In a few cases where a representative group of home working families were visited a second or third time the proportion of violations was found to be materially reduced.

Other Violations

The Woman's Labor Law was not found to be violated as frequently as the Child Labor Law. Nevertheless in 14 per cent of the homes visited violations were found of the 54 hour week or of employment after ten at night.

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*Industrial Home Work and Child Labor, Special Bulletin No. 11, Pennsylvania Department of Labor and Industry.

The sanitary condition of the homes was generally good. In four cases it was found that work was being sent to homes where there was contagious or infectious disease. The employer was informed and the matter corrected immediately.

CONCLUSION

The organization of industrial home work in accordance with the laws and regulations of the Department of Labor and Industry is not simple. Supervision of work that is not done in the factory proper is a difficult task. Observance of the law is largely a matter of education. Employers must be made to realize that the standards of employment for women and children as set up by this Commonwealth cannot be disregarded by the simple expedient of sending out work to be done in the homes. Home working families must be instructed in the regulations and be made to see that the continuance of their work depends on their obedience to the law.

One year's administration of the Industrial Home Work Regulations has not solved the problem. Many employers giving out work to be done in Pennsylvania homes unquestionably have not yet been reached and licensed. By the same token, many home working families are yet unknown. The first year of regulation has shown an appreciable change for the better in the conditions under which home work is done and the Bureau of Women and Children believes that with the present regulations and the continued cooperation of the employers that future violations of the law can be reduced to a minimum.

RECENT DECISIONS
WORKMEN'S COMPENSATION BOARD

HOLMES v. T. STUART & SON CO.

Medical and hospital services—employer liable for fee of surgeon who treated the employe in the hospital, where it appears that the contract for the services is between the employer and the physician. Distinguished from decision of Board in Yost v. Coxe Traveling Grate Co., 7 Pa. W. C. B. 170.

OPINION BY COMMISSIONER HOUCK

In this case the referee awarded the claimant compensation for disability occasioned by an operation to correct a recurrent left inguinal hernia. He also awarded the claimant his hospital charges incurred within the first 30 days after disability began, but refused to allow the surgeon's fee of $100 for the operation on the ground that the surgeon was a staff physician at the Pottsville Hospital where the operation was performed. The defendant appealed from the referee's award and the claimant appealed from the referee's refusal to award the surgeon's fee.

The testimony shows that the claimant on July 16, 1926, was employed to get stone to the stone masons who are engaged on the masonry at the Indian Run dam near Pottsville. He was rolling a large stone about 130 pounds in weight and when attempting to dislodge this stone by rolling it over a protuberance on the ground he felt a burning and stinging sensation in the left groin. In 1923, the claimant had been operated on for hernia in this same region. After he felt the pain he rested momentarily and then resumed his work. He was sore that evening and the next morning in such distress that he was sent by his foreman to Dr. J. B. Heller who did the compensation work for the defendant company. Dr. Heller sent the claimant to the Pottsville Hospital where he performed an operation on him. There is abundant testimony in the case to show that the claimant's hernia recurred as a result of the accidental injury which he sustained in rolling the stone.

This being so the award of compensation is without error and must be affirmed.

The referee's refusal to award the claimant the fee of $100 claimed by Dr. Heller is based, apparently, on the Board's decision in Yost v. Coxe Traveling Grate Co. 7 Pa. W. C. B. 170. The Board held in that case that where an employer sends an injured employe to the hospital, a member of that hospital staff who, in his ordinary and usual service to that hospital as such a staff member, performs an operation or personally attends the injured employe, cannot collect a professional fee for this service in addition to the usual and ordinary charge which the institution makes for its service to the patient. The basis of the decision is that there is no privity of contract between the employer and the surgeon and that the contract is between the employer and the hospital. We do not think that the decision in the Yost case controls the case at bar, nor do we think that the principle of that case should be extended beyond its own facts. In the present case the claimant was sent by his employer to Dr. Heller and not to the hospital and Dr. Heller generally did the compensation work for the defendant company. Under his contract with the defendant company Dr. Heller was allowed to use his own discretion as to the treatment of the men sent to him. In accordance with the discretion vested in him Dr. Heller placed the claimant in the Pottsville Hospital and there operated on and treated him. It appears from a stipulation filed by counsel in the case after the hearing before the referee which, counsel agreed, could be considered by the Board, that Dr. Rogers, superintendent and chief surgeon of the Pottsville Hospital, would, if called as a witness, testify that the Pottsville Hospital is a public hospital in the sense that it treats cases without remuneration for hospital costs and physician's fees when the financial condition of the patient is such that he is unable to meet the expense; that the Pottsville Hospital received financial help from the State, but is also an endowed hospital and has both private rooms and private wards for patients able and willing to pay the prevailing rates; that patients are placed in these private rooms and private wards as the private patients of the physician attending them; that Dr. Heller was a member of the surgical staff of the Hospital during the time the claimant was treated there; that he was placed in the Hospital and operated on and treated by Dr. Heller personally; that he was admitted to the private ward of the hospital at the request of Dr. Heller, and that since he was admitted at the request of Dr. Heller, Dr. Rogers, the superintendent and chief surgeon, had no right to assign any other member of the surgical staff to treat the case. It is apparent from this stipulation that Dr. Heller treated the claimant solely by virtue of his contract with the defendant company and not by virtue of the fact that he was a staff member of the Pottsville Hospital. It will therefore be seen that the case at bar is distinguished from the Yost case and either the claimant or the defendant is responsible for the payment of the charges of Dr. Heller. It cannot be argued that the claimant must pay for the operation which was necessitated by an accidental injury sustained while in the course of his employment. The Compensation Act specifically allows a fee of $100 for such services and under all the circumstances of this case we are of the opinion that the defendant is liable for this charge. The charge is reasonable and proper, is within the limits fixed by the Act and was incurred in accordance with instructions of the physician who was acting for the defendant.

In accordance with what we have said we will amend the referee's award to include $100 for the expenses of a major surgical operation making a total award of $311.50. With this modification, the findings of fact, conclusions of law and award of the referee are affirmed and the defendant's appeal is dismissed.

GRACEY v. BRANN & STEWART CO.

Medical and hospital services—employer is liable for services of staff physician of a hospital where the rule of the hospital permits a charge by such physician to ward pay patients. Distinguished from decision of the Board in Yost v. Coxe Traveling Grate Co., 7 Pa. W. C. B., 170.

OPINION BY COMMISSIONER HOUCK

The facts in this case are not in dispute. The claimant was injured while in the course of his employment with the defendants. He was sent by them to the Harrisburg Hospital for operation and treatment. The staff physician on duty at the time, Dr. Walters, was assigned to the case, the claimant having made no request for the services of any special physician. The defendants or their insurance carrier paid the hospital bill amounting to $96,50, but refused to pay the bill of the physician, sent by him to the claimant, amounting to $100. Physicians on the staff of the Harrisburg Hospital are permitted by a rule of the institution to make charges against pay patients if permission to do so is granted by the medical committee or the superintendent. Permission was given in this case. The evidence shows that the claimant is a man of sufficient property to be financially liable for the payment of the doctor's bill, and it also shows that the claimant will feel obliged to pay the bill if the employer does not. In other words, the physician's bill will be paid either by voluntary action on the part of the claimant or by proceedings against him. After the claimant received the doctor's bill, he filed a petition to review his compensation agreement to have it provide for the payment by the employer of the doctor's bill. The referee dismissed the petition and the claimant has appealed.

The Referee's order undoubtedly is based on the decision of the Board in Yost v. Coxe Traveling Grate Co., 7 Pa. W. C. B. 170, and cases which have followed it. That case stands for this principle; Where an employer sends his injured employe to a hospital, a member of that hospital staff, who, in his ordinary and usual service to that hospital as such a staff member, performs an operation or personally attends the injured employe, cannot collect a professional fee for this service in addition to the usual and ordinary charge which the institution makes for its service to the patient. We have said in Holmes v. T. Stuart & Son Co., A-5441 (opinion filed this day) and we now reiterate, that the principle of the Yost case is not to be extended beyond its own facts. We have then to inquire whether the Yost case controls the case at bar.

There is nothing in the Yost case to show that a rule of the hospital permitted staff physicians to make charges for services rendered patients. In fact, the case was decided on the theory that the services were not rendered to the patient but to the hospital. There is some warrant for holding that the staff physician is not entitled to a fee where his services are rendered to the hospital, and the hospital is paid. Nor is there anything in the Yost case to indicate that the claimant might have been held personally liable for the payment of the doctor's bill, or that he would pay it if the employer did not. These, we think, are two important points of distinction. If the liability of the defendant rests on an implied contract, as the Yost case indicates, then the implied contract between the defendant and the hospital includes the provision that the staff physician, may, if permitted by the hospital, make a charge for his services to the patient. The contract includes this just as much as it includes the provision that the defendant will pay for the use of the operating room and the other usual charges made and permitted by the hospital. Charge may be made under the rule of the hospital only for pay patients but it requires no argument to show that an injured employe is not a charity patient but a pay patient. For the first thirty days, his hospital charges are paid and he is a pay patient. If the decision is to rest on the contract basis, we are of the opinion that under the facts of this case, the employer is liable for the surgeon's fee; by its contract with the hospital, the employer accepted the rule of the hospital that a staff physician may make a charge to pay patients.

Of more moment, however, is the fact that the employe will either voluntarily or by compulsion pay the doctor's bill if the employer does not. If that result should come about, it would be in the teeth of section 306 (e) of the Compensation Act as amended in 1919. Under that section, the employer is liable for the hospital bill and the doctor's bill, within fixed limitations with which we are not here concerned since all agree that the charge here made is reasonable and proper and within the limitations of the act. Whenever it becomes a question, as it is here, of whether the employer or the employe must pay the bill for reasonable and proper medical services rendered within the first thirty days of disability, the case is free from difficulty. The act specifically provides that the employer must pay this charge and not the employe. The superior contract created by statute, which is the foundation of the workmen's compensation legislation, makes it obligatory on the employer to discharge the obligation and to save the employe harmless. Under the facts of this case, the only manner in which the employe can be protected is by the employer paying the bill; we are of the opinion that he is bound to do this.

Of course, in no instance can a duplication of charges be countenanced. If the staff physician is actually remunerated by the hospital for his services to the patient, that is an end of the inquiry. But that is not this case. Here the hospital bill includes only these items: Occupancy, 27 days at $3.00, $81.00; for operating room, $10.50; for routine laboratory service, $5.00. The hospital bill includes no charge for the service of the physician. It is conceivable that the hospital could properly make a charge for the services of the physician. If that had been done, would not the employer be obliged to pay the bill? We do not see that it makes any difference, on the question of liability, whether the charge is included in the hospital bill or is made separately by the physician by express permission of the hospital.

On all the facts of this case we are satisfied that it is not ruled by the Yost case or by any other case which we have decided. We are convinced that the plain terms of the compensation act require the employer to pay the bill of Dr. Walter. Since this charge was not included in the claimant's compensation agreement, the agreement should be modified. We shall reverse the referee's order and modify the agreement in accordance with what we have here stated.

The order of the referee is reversed and compensation agreement No. 191683 is modified to provide for the payment by the defendant of the proper and reasonable medical services rendered the claimant during the first thirty days of his disability by Dr. Walter in the amount of $100.

WORKMEN'S COMPENSATION DISTRICTS

The Workmen's Compensation Board divided the State into Compensation districts and assigned referees to the respective districts February 8, 1927, as follows.

1 Bucks, Chester, Delaware, Montgomery, and Philadelphia Counties. Referees: Herman H. Mattmann and Charles W. Bosler, Manhattan, Building, Philadelphia.

2 Berks, Carbon, Lehigh, Northampton, and Schuylkill Counties. Referee: Thomas C. Seidel, Ulmer Building, Pottsville.

3 Lackawanna, Monroe, Pike, Susquehanna, Wayne, and Wyoming Counties. Referee: George W. Beemer, Union National Bank Building, Scranton.

4 Adams, Cumberland, Dauphin, Franklin, Lancaster, Lebanon, Perry and York Counties. Referee: Harvey B. Lutz, Woolworth Building, Lancaster.

5 Bradford, Cameron, Clinton, Lycoming, Potter, Snyder, Sullivan, Tioga, and Union Counties. Referee: W. W. Champion, First National Bank Building, Williamsport.

6 Bedford, Blair, Center, Clearfield, Fulton, Huntingdon, Juniata, and Mifflin Counties. Referee: Jacob Snyder, Commerce Building, Altoona.

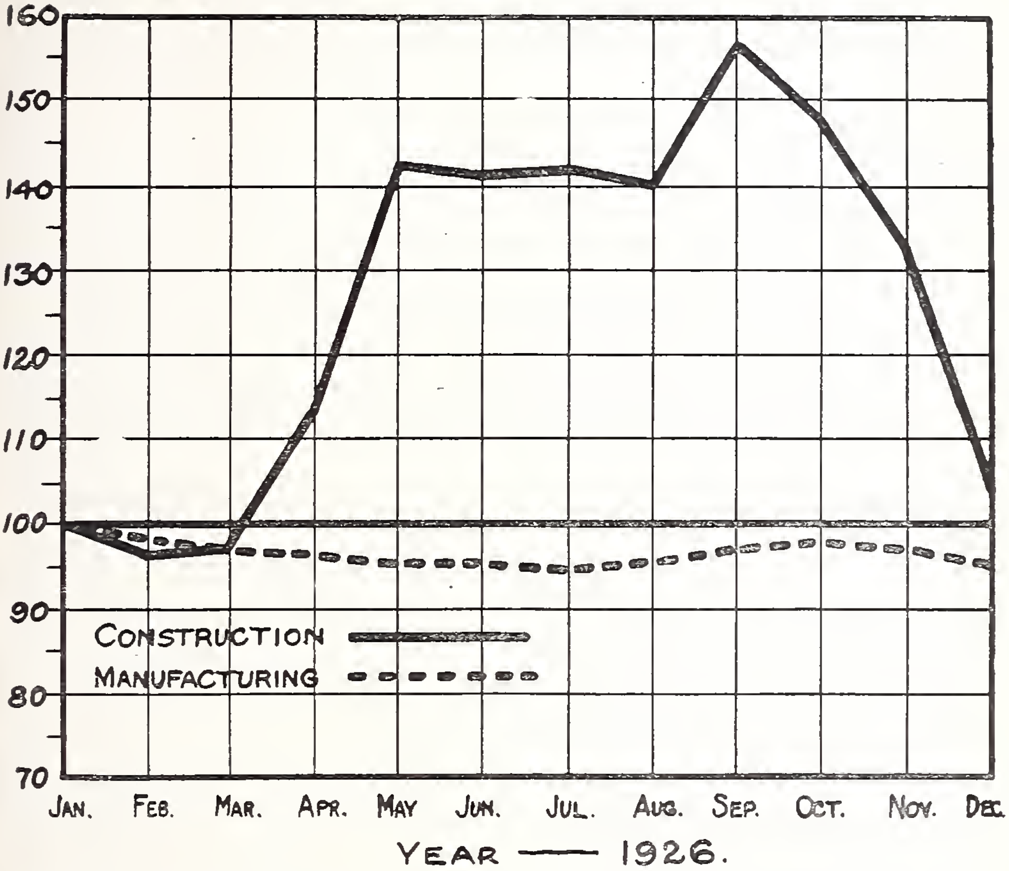
7 Clarion, Crawford, Elk, Erie, Forest, McKean, Mercer, Venango, and Warren Counties. Referee: G. Scott Smith, Kane Trust & Savings Building, Kane.

8 Allegheny, Beaver, Butler, Greene, Lawrence, and Washington Counties. Referees: L. E. Christley and David B. Johns, Fulton Building, Pittsburgh.

9 Columbia, Luzerne, Montour and Northumberland Counties. Referee: Asa E. Lewis, Hollenbach Coal Exchange Building, Wilkes-Barre.

10 Armstrong, Cambria, Fayette, Indiana, Jefferson, Somerset and Westmoreland Counties. Referee: John R. Keefer, Greensburg.

SEASONAL EMPLOYMENT IN THE CONSTRUCTION INDUSTRY —— JANUARY 1926 = 100.



The highly seasonal character of employment in the construction industry is very well depicted when shown in relation to manufacturing employment. February is shown as the month when construction employment reaches its lowest level. A 40 per cent employment increase over February is attained during the following three months. This May employment level, then holds throughout the summer until a final spurt is shown in September by a further 12 per cent increase. The peak in September undoubtedly shows a concerted effort to finish up outside construction work before adverse weather conditions interfere. After September a declining progression is shown, and the winter level of employment is reached about December 15th.

Manufacturing employment, on the other hand, shows a variance of not more than 5 per cent during any month throughout the entire year.

Data for the chart are taken from monthly reports of employment and wages by manufacturing firms and construction companies in Pennsylvania to the Philadelphia Federal Reserve Bank and to the Department of Labor and Industry. Reports of approximately 825 manufacturing firms and 40 construction companies are represented in the compilation. Collection of employment data from the construction group was begun in January, 1926.

The Bureau of Statistics

EMERGENCY LIGHTING SYSTEMS APPROVED BY THE DEPARTMENT OF LABOR AND INDUSTRY

Utilities Service, Inc.,
Troy, Pennsylvania
    Automatic Auxiliary, Lighting System
    (Water System 110 volts)
        Approved January 10, 1922.

The Crescent Emergency Safety Light Company,
Berwick, Pennsylvania
    Emergency Lighting System
    (Storage Battery System, 6 volt, 110 volt)
        Approved March 14, 1922.

Holt Light Company,
Detroit, Michigan
Emergency Lighting System
(Gas Emergency System, 110 volt)
Approved February 14, 1923.

Kohler Company,
1123 Walnut Street, Philadelphia, Penna.
Kohler Power and Light Plant
(Gas Emergency System, 110 volt)
Approved July 24, 1924.

Lee's Electrical Machine Company,
Dana & High Streets, Wilkes-Barre, Penna.
Emergency Lighting System
(Storage Battery System, 32 volt, 110 volt)
Approved September 11, 1924.

Westinghouse Electric & Mfg. Company,
East Pittsburgh, Pennsylvania.
Westinghouse Lighting Battery Charger
(Storage Battery System, 32 volt)
A. F. Shane & Company, (Distributors)
4117 Jenkins Arcade, Pittsburgh, Pa.
Approved September 11, 1924.

Pennsylvania Lighting Company,
215 Alwine Avenue, Greensburg, Penna.
Emergency Lighting Unit
(Storage Battery System)
Type M and R Approved September 11, 1924.
Type D (DC to DC) approved December 11, 1925.

Highway Service Company,
106 Stratford Avenue, Pittsburgh, Penna.
Emergency Lighting System
(Storage Battery System, 110 volt)
Approved September 17, 1924.

Bethlehem, Electric Construction & Supply Company,
Bethlehem, Pennsylvania
Emergency Lighting System
(Storage Battery System, 110 volt)
Approved October 11, 1924.

James J, Dawson,
1231 Packer Street, McKeesport, Penna.
(Storage Battery System, 6 volt)
Approved April 6, 1925.

Westinghouse Electric & Mfg. Company,
East Pittsburgh, Pennsylvania.
(Emergency Lighting System, 110 volt)
Approved May 19, 1925.
A. F. Shane & Company, (Distributors)
4117 Jenkins Arcade, Pittsburgh, Pa.

Lewis W. Fitzgerald,
Newton, Pennsylvania
(Storage Battery System, 6 volt)
Approved July 7, 1925.

Harrisburg Emergency Lighting Company,
H. W. Smith
(Storage Battery System, 110 volt)
State Theatre Building, Harrisburg, Pa.
Approved November 13, 1925.

A. Tomesani,
322 Mill Street, Bristol, Pennsylvania
(Storage Battery System, 6 volt)
Approved April 9, 1926.

Keystone Emergency Lighting Company,
900 Fifth Avenue, McKeesport, Penna.
(Storage Battery System, 32 volt)
Approved June 17, 1926.

Emergency Lighting Company of America,
Johnstown, Pennsylvania
Storage Battery System, 32 volt)
Approved May 26, 1926.

Landis Engineering & Mfg. Company,
Waynesboro, Penna.
(Storage Battery System, Type AEG, 32 volt)
Approved October 25, 1926.

AUTOMATIC CROSS-OVER SWITCHES

(Through Use of Current from Two Sources of Supply)

A. F. Shane & Company,
4117 Jenkins Arcade, Pittsburgh, Penna.
(Westinghouse Throw-over Switch)

Edison Construction & Supply Company,
11th & French Streets, Erie, Penna.
(General Electric Throw-over Switch)
Approved May 19, 1925.

Highway Service Company,
106 Stratford Avenue, Pittsburgh, Penna.
(Hartman Throw-over Switch)
Approved June 17, 1926.

Sund Electric Company, Inc.,
No. 5 Avenue C. Newark, N. J.,
(Sund Automatic Throw-over Switch)
Approved January 12, 1927.

REDUCTION OF EYE LOSSES IN THE STEEL INDUSTRY

By John S. Spicer, Chief
Accident Investigation Section,
Department Of Labor And Industry

The Bureau of Statistics of the Department of Labor and Industry has recently made a tabulation of the number of eye losses reported to the Department by industries for the past three-year period which is most interesting and instructive.

Possibly the most striking feature of this tabulation is the fact that the metal and metal -products industry has been steadily decreasing the number of eye losses reported to the Department over this three-year period. It was during this time that a determined effort was made by the Department inspectors throughout the State to insure the wearing of goggles. In every other industry over which the Department has jurisdiction, there is gratifying reductions in the number of eye losses with the exception of the chemical industry, quarries and mining other than coal, lumber and its remanufacture, state and municipal, jobbing and warehousing, and miscellaneous.

These latter industries, contrary to the general trend, show an increase in the number of eye losses reported to the Department. In the case of the chemical industry, the increase is almost 100 per cent, and is one which warrants attention on the part of those engaged in this industry. The same is also true in the quarry and mining industry, where the increase is over 100 per cent. Coal mines, both anthracite and bituminous, show an increase when compared with the year 1925, but have a decrease if compared with the year 1924. It must be remembered that in this industry, the year 1925 represents a year in which the mines were not operating the year round, many being shut down on account of the strike.

It is believed that even a greater reduction can take place this year provided each industry does its part. Every accident, involving injury to the eye which is reported to the Department is looked into or an inspector of the Department visits the plant where the injury occurs. In over 90 per cent of these investigated cases, the injury has been due to the failure on the part of the employe's wearing the goggles which the State has required the employer to furnish for his use. In a few instances, owing to the nature of the work, goggles were not provided, or they were found unsuited for the particular kind of work which was being done. All such conditions were rectified immediately, and it can be safely stated that goggles today in the State of Pennsylvania are being furnished by manufacturers to their employes, and if these goggles were worn at all times, the number of eye losses would be reduced materially. Superintendents and foremen should insist upon the men wearing goggles. In many cases where department inspectors have investigated cases of accidents, involving eye injuries, it has been found that employes have persisted even after injury in not wearing goggles, and in such cases the management has dismissed them.

The management which gives the excuse that the man cannot be made to wear goggles is simply admitting its own inability to enforce shop discipline. The evidence is too overwhelming that men can be made to, and will be willing to wear goggles provided that they are approached in the right manner, and are given proper consideration with respect to the matter of prescription goggles where faulty eyesight has to be considered, or properly fitted when the contour of face demands.

The Department has never heard of any individual industry being unable to reduce their eye losses when they have put forth a special effort in that direction.

It is hoped that the year 1927 will show even greater reductions, but to accomplish that, it is necessary that every person concerned in industry should do their utmost. The tabulation for the past three years is as follows:

NUMBER OF EYE LOSSES BY INDUSTRY REPORTED FOR THREE-YEAR PERIOD 1924-1926

INDUSTRIES	1924	1925	1926
ALL INDUSTRIES	658	538	575
Building and contracting	70	62	56
Chemicals and allied products	13	9	17
Clay, glass and stone products	14	16	7
Clothing manufacture	1	1	---
Food and kindred products	11	10	5
Leather, rubber and composition goods	5	3	3
Liquors and beverages	---	1	---
Lumber and its remanufacture	17	17	18
Paper and printing industries	5	2	4
Textiles	7	3	5
Laundries	---	---	---
Metals and metal products	200	182	169
Anthracite coal mining	116	92	102
Bituminous coal mining	127	84	102
Quarries and mining other than coal	19	11	28
Transportation and public utilities	28	17	14
Tobacco and its products	---	---	---
Hotels and restaurants	1	1	---
Mercantile establishments	7	2	5
Jobbers and warehouses	2	1	4
State and municipal	10	14	21
Miscellaneous	5	10	15

DEPARTMENTAL NOTES

The following regulations of the Department of Labor and Industry have been received from the printer and are ready of distribution: Industrial Lighting, Emergency Lighting, and Ladders. Anyone desiring copies of any of these regulations may secure them by application to the Secretary of the Industrial Board, South Office Building, Harrisburg, Pennsylvania.

J. M. Sandel, Secretary of the Industrial Board and James S. Arnold have been doing some investigation work in the field on a number of safety devices which had been submitted to the Department for approval.

FIVE-YEAR COMPARATIVE STATEMENT OF ACCIDENTS REPORTED

MONTH	1923			1924			1925			1926			1927		
	FATAL	NON-FATAL	TOTAL	FATAL	NON-FATAL	TOTAL	FATAL	NON-FATAL	TOTAL	FATAL	NON-FATAL	TOTAL	FATAL	NON-FATAL	TOTA
January	223	16,710	16,933	233	15,280	15,513	200	15,339	15,539	150	12,815	12,965	173	14,497	14.670
February	221	15,276	15,497	181	14,812	14,993	171	14,208	14,379	149	11.958	12.107			
	444	*31,986*	*32,430*	*414*	*30,092*	*30,506*	*371*	*29,547*	*29,918*	*299*	*24,773*	*25,072*			
March	222	15,653	15,875	212	15,989	16,201	158	15,517	15,675	185	15,606	15,791			
	666	*47,639*	*48,305*	*626*	*46,081*	*46,707*	*529*	*45,064*	*45,593*	*484*	*40,379*	*40.863*			
April	196	16,689	16,885	151	13,931	14,082	180	14,251	14,431	145	14,249	14,394			
	862	*64,328*	*65,190*	*777*	*60,012*	*60,789*	*709*	*59,315*	*60,024*	*629*	*54,628*	*55,257*			
May	226	17,384	17,610	157	13,940	14,097	170	14,523	14,693	172	14,521	14,693			
	1,088	*81,712*	*82,800*	*934*	*73,952*	*74,886*	*879*	*73,838*	*74,717*	*801*	*69,149*	*69,950*			
June	188	17,433	17,621	175	14,324	14,499	194	15,656	15,850	163	15,233	15,396			
	1,276	*99,145*	*100,421*	*1,109*	*88,276*	*89,385*	*1,073*	*89,494*	*90,567*	*964*	*84,382*	*85,346*			
July	221	17,749	17,970	185	14,917	15,102	178	16,440	16,618	193	15,586	15,779			
	1,497	*116,894*	*118,391*	*1,294*	*103,193*	*104,487*	*1,251*	*105,934*	*107,185*	*1,157*	*98.968*	*101.125*			
August	216	18,452	18,668	187	14,661	14.848	188	15,141	15,329	183	16,513	16,696			
	1,713	*135,346*	*137,059*	*1,481*	*117,854*	*119,335*	*1,439*	*121,075*	*122,514*	*1,340*	*116,481*	*117,821*			
September	173	15,504	15,677	167	14,230	14,397	141	14,428	14,569	233	15,866	16,099			
	1,886	*150,850*	*152,736*	*1,648*	*132,084*	*133,732*	*1,580*	*135,503*	*137,083*	*1,573*	*132,347*	*133,920*			
October	207	17,380	17,587	180	15,839	16,019	155	13,982	14,137	170	16,389	16,559			
	2,093	*168,230*	*170,323*	*1,828*	*147,923*	*149,751*	*1,735*	*149,485*	*151,220*	*1,743*	*148,736*	*150,479*			
November	163	15,532	15,695	194	13,389	13,583	133	12,273	12,406	186	14,849	15,035			
	2,256	*183,762*	*186,018*	*2,022*	*161,312*	*163,334*	*1,868*	*161,758*	*163,626*	*1,929*	*163,585*	*165,514*			
December	156	14,261	14,417	187	14,018	14.205	141	12,612	12,753	206	14,699	14,905			
Totals	*2,412*	*198,023*	*200,435*	*2,209*	*175,330*	*177,539*	*2,009*	*174,370*	*176,379*	*2,135*	*178,284*	*180,419*			

NOTE:—The figures in italics represent the cumulative totals by month under each classification.

Commonwealth of Pennsylvania

DEPARTMENT OF LABOR AND INDUSTRY

DIRECTORY OF OFFICES

MAIN OFFICES

Harrisburg: ....Office of the Secretary,
Industrial Board,
Workmen's Compensation Board,
Bureau of Employment,
Bureau of Industrial Relations,
Bureau of Industrial Standards,
Bureau of Inspection,
Bureau of Rehabilitation,
Bureau of Statistics,
Bureau of Workmen's Compensation,
Bureau of Women and Children,
State Workmen's Insurance Fund,

BRANCH OFFICES

Allentown: ....Lehigh Valley State Employment Office,
529 Hamilton Street.
State Workmen's Insurance Fund,
304 Colonial Building.

Altoona: ....Cooperative State Employment Office,
Post Office Building.
Bureau of Inspection,
Bureau of Rehabilitation,
Bureau of Workmen's Compensation,
Commerce Building.
State Workmen's Insurance Fund,
Central Trust Building.

Dubois: ....Bureau of Rehabilitation,
311 Deposit National Bank Building.

Erie: ....State Employment Office,
10-11 Carney Building

Franklin: ....State Workmen's Insurance Fund,
316 Franklin Trust Building.

Greensburg: ....State Workmen's Insurance Fund,
309 Coulter Building.

Harrisburg: ....State Employment Office,
Second and Chestnut Streets.

Johnstown: ....State Employment Office,
219 Market Street.
State Workmen's Insurance Fund,
910 U. S. National Bank Building.

Kane: ....Bureau of Workmen's Compensation,
Kane Trust and Savings Building.

Lancaster: ....Cooperative State Employment Office,
Y. M. C. A. Building.
Bureau of Inspection,
Bureau of Workmen's Compensation,
Woolworth Building.

McKeesport: ....Cooperative State Employment office,
Y. M. C. A. Building.

Meadville:................Bureau of Inspection,
Masonic Building.

New Castle: ....Cooperative State Employment Office,
Y. M. C. A., West Washington Street.

Oil City: ....Cooperative State Employment Office,
Y. M. C. A. Building.

Philadelphia: ....State Employment Office, (Main Office),
Bureau of Rehabilitation,
1519 Arch Street.
Bureau of Inspection,
Bureau of Workmen's Compensation,
Workmen's Compensation Board,
Manhattan Building, Fourth and Walnut Streets.
State Employment Office for Women,
Bureau of Women and Children,
1924-26 Chestnut Street.
State Workmen's Insurance Fund,
1004 Commercial Trust Building.

Pittsburgh: ....Bureau of Inspection,
Bureau of Rehabilitation,
Bureau of Workmen's Compensation,
Fulton Building.
State Employment Office,
622 Grant Street.
State Workmen's Insurance Fund,
401 Park Building.

Pottsville: ....Bureau of Rehabilitation,
Bureau of Workmen's Compensation,
1 Ulmer Building.
State Workmen's Insurance Fund,
Baird Building.

Reading: ....State Employment Office,
108 North Fifth Street.

Scranton. ....State Employment Office,
116 Adams Avenue.
Bureau of Inspection,
Bureau of Workmen's Compensation,
State Workmen's Insurance Fund,
Union National Bank Building.

Sunbury: ....State Workmen's Insurance Fund,
Sunbury Trust and Safe Deposit Building.

Wilkes-Barre: ....Bureau of Rehabilitation,
Bureau of Workmen's Compensation,
Coal Exchange Building.

Williamsport: ....Bureau of Inspection,
707 First National Bank Building.
Bureau of Workmen's Compensation,
311 First National Bank Building.
Cooperative State Employment Office,
Y. M. C. A. Building.
343 West Fourth Street.

York: ... .Bureau of Workmen's Compensation,
Central National Bank Building.

Note—State Employment offices are conducted in cooperation with the United States Employment Service.

COMMONWEALTH OF PENNSYLVANIA
DEPARTMENT OF LABOR AND INDUSTRY
BUREAU OF STATISTICS

REVIEW OF INDUSTRIAL STATISTICS—EMPLOYMENT

The January reports of activities of State Employment offices show that a total of 11,151 persons applied for positions during the month. This is an increase of 3.7 per cent over January of last year when applicants for employment numbered 10,755. The number of workers needed by employers dropped more than 17 per cent below the needs of January, 1926. This necessarily caused the ratio of applications to placements for January, 1927, to fall considerably under the ratio for January, 1926. Placements during January, 1927, numbered 3,803, compared to 5,011 for January, 1926, and to 5,032 for January, 1925. The ratio of applications to placements during January, 1927, was 293 to 100, compared to 215 to 100 during January, 1926, and to 217 to 100 during December, 1926.

January payroll reports received from 833 manufacturing establishments and 39 construction companies show decreased employment over December amounting to 2.2 per cent and reduced weekly earnings averaging 3.4 per cent. The period of inventory taking and repairs to machine equipment were the factors generally responsible for lesser employment and working time and the consequent reduced earnings. Other factors, however, influenced in some measure employment and earnings for separate industry groups.

A 30 per cent reduction of working force by one large automobile manufacturer and a few somewhat smaller reductions by several other firms caused the 8.5 per cent reduction in the automobile group.

Employment and wage losses in the electrical machinery and apparatus group were mostly in the radio industry. This industry is rapidly assuming normal proportions after expansion to meet pre-Christmas demands.

Manufacturers of heating appliances reported a dull month. Slightly decreased employment was prevalent. Many skilled workers were idle and about one-half of the plants were either shut down or working only half time. Weekly earnings were reduced as much as $15.00 in a few concerns.

The slowing up of shipbuilding operations was seasonal but the drop in employment was greater than usual. Reduced earnings in the felt hat-making industry were attributed to seasonal dullness and many of the piece workers were idle.

The general curtailment of work in silk mills during the Christmas-New Year holiday season extends into the first week of January in some sections and much short time and many absences are reported. A strike of workers caused the partial shut down of one plant.

A somewhat similarly prevalent and extended holiday season is reported for the cigar and tobacco industry. Slight over production in December also helps to create a dull season in January.

The building materials group showed the effect of reduced building activity especially in the brick and glass industries where production has been small for the last few months. The installation of new type brick-making machines during January was reported by a number of concerns. These installations together with general repairs were the causes of much lost time during January. Increasing foreign competition was reported by several firms in the brick and glass industry.

Employment in the construction industry showed a further seasonal decline in employment of 12.8 per cent from December, 1926. The January reports indicate that employment in the construction industry generally, is about 50 per cent less than its September peak. Street and highway construction proves to be an entirely seasonal industry. Reports from three identical firms in this group show nearly a 95 per cent reduction in employmet since September, 1926. Those persons remaining on the payrolls during January are nearly all maintenance men or repairmen. This accounts for the increased average earnings for that group.

Eleven firms in the furniture group reported decreased employment. January is a dull month for the furniture industry and slightly reduced employment is expected. In most cases, however, the losses were much heavier than in January a year ago.

Employment for all groups in January, 1927, was slightly less than in January, 1926. No particular features were noticeable that would indicate a general business depression. Frequent expressions of belief in a good volume of business and continued prosperity thruout the year 1927 seem entirely justified. It is extremely unlikely, however, that the employment levels of 1926 shall be exceeded.

INDUSTRIAL ACCIDENTS AND COMPENSATION COSTS

A total of 173 fatal and 14,497 non-fatal accidents were reported to the Bureau of Workmen's Compensation during the month of January, 1927. This total represents an appreciable reduction of 33 fatal and 202 non-fatal accidents from the number reported in December, 1926. Compared with the record of accidents for January, 1926, the accident total for January, 1927, is 15 per cent higher in fatal accidents and 13 per cent higher in the number of non-fatal accidents. This increase, however, is explained by the fact that anthracite coal mines were not in operation during January, 1926, and the consequent exposure to accidents during that month was considerably less than in January, 1927.

The industry groups showing greatest decreases in fatal accidents over December, 1926, are construction and contracting with a reduction of 4; manufacturing with 11 less; transportation, 1 less; and wholesale and retail trading, 5 less. The coal mining industries reported a total of 61 fatalities during January; 31 in anthracite mines and 30 in the bituminous fields. This is the smallest number of fatalities reported from the coal mining industries during any month since April, 1926.

Cars and engines were the chief cause of fatal accidents in January, being responsible for 39 deaths, or 23 per cent of the total. Twenty-two of the 39 fatalities occurred in the operation of steam railroads and 12 occurred in or about mines.

Falling objects were the second highest cause of fatalities with 21 per cent of the total. Most of the deaths from this cause occurred in the coal mining industry.

Falls of persons were the cause of 21 deaths, 7 of these in the construction and contracting industries.

Other principal causes of fatal injuries to workers were explosives, 14; hand tools, and hot and corrosive substances, 7 each; and cranes and derricks, and electricity, 6 each.

The total amount of compensation awarded during January, 1927, was $995,196 distributed as follows:

Fatal cases	$528.084
Permanent disability cases,	209.950
Temporary disability cases,	257,162

Fatal compensation awarded during January, 1927, was 47 per cent higher than in December, 1926, but awards for permanent and temporary disability cases were somewhat lower.

Compensation awards in 75,335 cases during the year 1926 totaled $12,979,641. This is an increase of nearly $250,000 over the awards made during the year 1925, notwithstanding the fact that compensation cases during 1926 numbered 4,924 less than in 1925. There was an increase in the average amount of compensation awards for fatal, permanent disability, and temporary disability cases in 1926 over 1925 as follows:

	Average Award 1926	1925	Increase in 1926
Fatal cases	$2,884.66	$2,752.27	$132.39
Permanent disability cases	949.87	856.43	93.44
Temporary disability cases	61.71	59.39	2,32

The increased awards in fatal cases are due to a slightly higher rate of dependency caused by a 30 per cent drop in the number of non-dependency cases. There were 368 fatal cases with no dependency in 1925 and 256 in 1926. Higher awards in permanent disability cases are due to increased severity of injuries. The average weighted day loss for permanent disabilities is shown to be 133.9 days or 11 per cent, greater in 1926 than in 1925. The same factor is responsible for increased awards in temporary disability cases. The actual day loss in temporary disability cases in 1926 was more than ½ day per case greater than in 1925.

COMMONWEALTH OF PENNSYLVANIA
DEPARTMENT OF LABOR AND INDUSTRY
BUREAU OF STATISTICS

ACTIVITIES OF STATE EMPLOYMENT OFFICES

January, 1927.

Industries	Persons applying for positions			Persons asked for by employers			Persons sent to positions			Persons receiving positions			Number of employers served		
	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
GRAND TOTAL	11,151	7,312	3,839	4,408	2,693	1,715	4,645	2,891	1,754	3,803	2,506	1,297	2,148	913	1,235
Total Industrial Group[1] (Skilled Workers)	3,928	2,838	1,090	1,478	1,013	465	1,592	1,089	503	1,198	903	295	505	259	230
Building and Construction	653	653	-------	185	185	-------	211	214	-------	180	180	-------	50	59	-------
Ship building	9	9	-------	7	7	-------	7	7	-------	7	7	-------	3	3	-------
Chemicals and Allied Products	-------	-------	-------	1	1	-------	-------	-------	-------	-------	-------	-------	1	1	-------
Clay, Glass and Stone Products	5	5	-------	-------	-------	-------	-------	-------	-------	-------	-------	-------	-------	-------	-------
Clothing	61	17	44	31	11	20	21	11	10	17	11	6	15	7	8
Textiles	82	54	28	80	24	56	21	20	1	21	20	1	23	11	12
Food and Kindred Products	68	34	34	48	4	44	56	3	53	40	2	38	19	3	16
Leather, Rubber and Composition Goods	27	26	1	10	10	-------	9	9	-------	9	9	-------	5	5	-------
Lumber, Woodwork and Furniture	24	22	2	10	8	2	10	8	2	9	7	2	8	7	1
Paper and Printing	25	12	13	18	6	12	23	5	18	15	3	12	10	5	5
Metal and Metal Products	937	882	55	517	470	47	504	462	42	436	399	37	127	123	4
Mines and Quarries	23	23	-------	19	19	-------	19	19	-------	19	19	-------	3	3	-------
Transportation and Public Utilities	433	366	67	137	104	33	145	126	19	107	98	9	55	48	7
Hotels and Restaurants	196	46	150	68	22	46	69	23	46	46	17	29	49	15	24
Wholesale and Retail Trade	255	74	181	69	14	55	69	19	50	51	13	38	38	11	27
Miscellaneous	1,130	615	515	278	128	150	425	163	262	241	118	123	180	58	122
Total: Other Groups	7,223	4,474	2,749	2,930	1,680	1,250	3,053	1,802	1,251	2,605	1,603	1,002	1,553	554	999
Professional and Technical	595	421	174	166	106	60	214	134	80	126	87	39	110	71	39
Agricultural	12	11	1	7	6	1	4	4	-------	3	3	-------	5	4	1
Semi-Skilled	2,020	823	1,197	823	219	604	834	245	589	605	207	398	546	149	397
Unskilled	3,231	3,010	221	1,266	1,218	48	1,335	1,283	52	1,219	1,175	44	316	271	45
Casual and Day Workers[2]	1,365	209	1,156	668	131	537	666	136	530	652	131	521	576	59	517
October, 1926	11,887	8,059	3,828	10,530	7,474	3,056	8,656	6,270	2,386	7,383	5,484	1,899	4,073	2,188	1,885
November, 1926	11,924	7,726	4,198	9,313	6,783	2,530	8,321	5,970	2,351	6,910	5,090	1,820	3,454	1,880	1,574
December, 1926	11,811	8,205	3,606	6,379	4,281	2,098	6,596	4,644	1,952	5,452	3,882	1,570	2,777	1,353	1,424
January, 1926	10,755	7,427	3,328	5,527	3,816	1,711	5,964	4,231	1,733	5,012	3,622	1,390	-------[3]	-------[3]	-------[3]
January, 1925	10,349	7,247	3,102	5,619	4,021	1,598	5,841	4,316	1,525	5,032	3,783	1,249	-------	-------	-------
January, 1924	16,371	13,541	2,830	9,087	7,307	1,780	8,908	7,517	1,391	7,988	6,794	1,194	-------	-------	-------
Per cent of Applicants placed, January, 1927	34.	34.	34.	-------	-------	-------	-------	-------	-------	-------	-------	-------	-------	-------	-------
Per cent of Openings Filled, January, 1927	-------	-------	-------	86.	93.	76.	-------	-------	-------	-------	-------	-------	-------	-------	-------
Per cent Referred to Positions, Placed, January, 1927	-------	-------	-------	-------	-------	-------	82.	87.	74.	-------	-------	-------	-------	-------	-------

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[1] New classification adopted, July 1, 1926.
[2] The placement of each casual and day worker is recorded for only one placement per week.
[3] Comparative data not available.

EMPLOYMENT AND WAGES IN PENNSYLVANIA

Group and Industry	No. of Plants Reporting	Number of wage earners—week ended			Total weekly wages—week ended			Average weekly earnings—week ended		
		Jan. 15, 1927	Dec. 15, 1926	Per cent Change	Jan. 15, 1927	Dec. 15, 1926	Per cent Change	Jan. 15, 1927	Dec. 15, 1926	Per cent Change
ALL INDUSTRIES (46)	872	294,998	301,704	— 2.2	$7,607,146	$8,051,097	— 5.5	$25.79	$26.69	— 3.4
METAL MANUFACTURES:	200	154,671	157,002	— 1.5	4,330,476	4,556,676	— 5.0	28.00	29.02	— 3.5
Automobiles, bodies, and parts	19	11,755	12,854	— 8.5	328,608	359,772	— 8.7	27.95	27.99	— 0.1
Car construction and repair	20	21,410	20,816	+ 2.9	638,266	624,599	+2.2	29.81	30.01	—0.7
Electrical machinery and apparatus	19	8,113	9,100	—10.8	190,253	234,477	—18.9	23.45	25.77	— 9.0
Engines, machines, and machine tools	38	11,368	11,490	— 1.1	339,665	351,989	— 3.5	29.88	30.63	— 2.4
Foundries and machine shops	57	8,808	8,970	— 1.8	256,989	272,791	— 5.8	29.18	30.41	— 4.0
Heating appliances and apparatus	15	3,790	4,091	— 7.4	105,479	122,206	—13.7	27.83	29.89	— 6.9
Iron and steel blast furnaces	12	13,759	13,484	+ 2.0	390,196	394,619	— 1.1	28.36	29.27	— 3.1
Iron and steel forgings	12	3,592	3,496	+ 2.7	92,048	88,350	+ 4.2	25.63	25.27	+ 1.4
Steel works and rolling mills	36	40,324	39,881	+ 1.1	1,133,283	1,171,355	— 3.3	28.10	29.37	— 4.3
Structural iron works	17	4,615	4,761	— 3.1	120,601	131,663	— 8.4	26.13	27.65	— 5.5
Miscellaneous iron and steel products	25	18,559	18,783	— 1.2	509,981	549,264	— 7.2	27.48	29.24	— 6.0
Shipbuilding	3	5,992	6,579	— 8.9	161,550	188,042	—14.1	26.96	28.58	— 5.7
Hardware	8	1,740	1,781	— 2.3	42,999	45,393	— 5.3	24.71	25.49	— 3.1
Non-ferrous metals	9	846	916	— 7.6	20,508	22,090	— 6.8	24.35	24.12	+ 1.0
TEXTILE PRODUCTS:	166	56,291	57,680	— 2.4	1,208,502	1,277,717	— 5.4	21.47	22.15	— 3.1
Carpets and rugs	8	2,283	2,295	— 0.5	59,010	61,620	— 4.2	25.85	26.85	— 3.7
Clothing	32	5,252	5,118	+ 2.6	100,359	98,863	+ 1.5	19.11	19.32	— 1.1
Hats, felt and other	4	4,042	3,901	+ 3.6	101,829	106,217	—4.1	25.19	27.23	—7.5
Cotton goods	15	4,626	4,593	+ 0.7	107,189	114,587	— 6.5	23.17	24.95	— 7.1
Silk goods	43	19,320	20,475	— 5.6	331,771	379,288	—11.7	17.33	18.52	— 6.4
Woolens and worsteds	14	5,067	5,129	— 1.2	120,747	123,511	— 2.2	23.83	24.08	— 1.0
Knit goods and hosiery	40	13,716	14,177	— 3.3	331,645	341,517	— 2.9	24.18	24.09	+ 0.4
Dyeing and finishing textiles	10	1,985	1,992	— 0.4	52,952	52,144	+ 1.5	26.68	26.18	+ 1.9
FOODS AND TOBACCO:	114	23,780	24,505	— 3.0	493,230	523,393	— 5.8	20.74	21.36	— 2.9
Bakeries	37	4,779	4,936	— 3.2	137,867	143,114	— 3.7	28.85	28.99	— 0.5
Confectionery and ice cream	24	5,738	5,861	— 2.1	124,271	128,422	— 3.2	21.66	21.91	— 1.1
Slaughtering and meat packing	14	2,141	2,168	— 1.2	62,533	65,421	— 4.4	29.21	30.18	— 3.2
Cigars and tobacco	39	11,123	11,540	— 3.6	168,550	186,436	— 9.6	15.16	16.16	— 6.2
BUILDING MATERIALS:	67	18,946	20,011	— 5.3	521,007	568,382	— 8.3	27.50	28.40	— 3.2
Brick, tile, and terra cotta products	27	4,058	4,396	— 7.7	98,515	111,383	—11.6	24.28	25.34	— 4.2
Cement	13	7,151	7,280	— 1.5	216,495	219,920	— 1.6	30.27	30.20	— 0.1
Glass	23	6,932	7,535	— 8.0	182,812	213,153	—13.8	26.52	28.29	— 6.3
Pottery	4	805	820	— 1.8	22,275	23,927	— 6.9	27.67	29.18	— 5.2
CONSTRUCTION AND CONTRACTING:	39	4,602	5,280	—12.8	125,222	148,131	—15.5	27.21	28.06	— 3.0
Buildings	23	1,676	2,047	—18.1	52,305	64,237	—18.6	31.21	31.38	— 0.5
Street and highway	3	69	210	—67.1	1,848	4,153	—55.5	26.79	19.78	+35.4
General	13	2,857	3,023	— 5.5	71,069	79,741	—10.9	24.88	26.38	— 5.7
CHEMICALS AND ALLIED PRODUCTS:	38	9,825	9,651	+ 1.9	261,102	279,127	— 5.4	26.85	28.92	— 7.2
Chemicals and drugs	21	1,297	1,301	— 0.3	35,387	35,959	— 1.6	27.28	27.64	— 1.3
Explosives	3	608	581	+ 4.6	14,642	15,442	— 5.2	24.08	26.58	— 9.4
Paints and varnishes	9	1,010	1,030	— 1.9	27,221	29,115	— 6.5	26.95	28.27	— 4.7
Petroleum refining	5	6,920	6,739	+ 2.7	186,851	198,611	— 5.9	27.00	29.47	— 8.4
MISCELLANEOUS INDUSTRIES:	158	26,873	27,575	— 2.5	664,517	697,611	— 4.7	24.73	25.30	— 2.3
Lumber and planing mill products	28	3,920	4,058	— 3.4	83,727	87,352	— 4.1	21.36	21.53	— 0.8
Furniture	21	2,112	2,437	—13.3	48,384	59,127	—18.2	22.91	24.26	— 5.6
Leather tanning	17	5,792	5,676	+ 2.1	149,190	148,515	+ 0.5	25.75	26.17	— 1.6
Leather products	9	546	586	— 6.8	11,461	12,510	— 8.4	20.99	21.35	— 1.7
Boots and shoes	22	3,842	3,850	— 0.1	69,916	72,255	— 3.2	18.20	18.72	— 2.8
Paper and pulp products	19	4,661	4,910	— 5.1	117,825	125,369	— 6.0	25.28	25.53	— 1.0
Printing and publishing	37	3,764	3,836	— 1.9	129,417	135,623	— 4.6	34.38	35.36	— 2.8
Rubber tires and goods	3	784	785	— 0.1	22,648	23,152	— 2.2	28.89	29.49	— 2.0
Novelties and jewelry	8	1,451	1,429	+ 1.5	31,949	33,738	— 5.3	22.02	23.61	— 6.7

COMMONWEALTH OF PENNSYLVANIA

DEPARTMENT OF LABOR AND INDUSTRY

BUREAU OF STATISTICS

Accidents Occurring During Course of Employment Reported to the Bureau of Workmen's Compensation

ACCIDENT REPORTS RECEIVED

1927	Fatal	Permanent Disability	Temporary Disability	Total
January	173	144	14,353	14,670
February				
March				
April				
May				
June				
1926				
January	130	158	12,677	12,965
February	149	123	11,835	12,107
March	185	202	15,404	15,791
April	145	143	14,106	14,394
May	172	165	14,356	14,693
June	163	142	15,091	15,396
Total—1926	2,135	1,904	176,380	180,419
*Grand Total	26,994	8,302	1,858,561	1,893,857

AGREEMENTS APPROVED

1927	Fatal	Permanent Disability	Temporary Disability	Total
January	158	248	4,760	5,166
February				
March				
April				
May				
June				
1926				
January	150	288	5,848	6,256
February	105	258	4,479	4,842
March	161	332	5,862	6,355
April	134	339	6,295	6,768
May	147	264	5,826	6,237
June	143	321	6,077	6,541
Total—1926	1,830	3,563	69,942	75,335
*Grand Total	20,499	18,047	676,966	715,512

Compiled from Records in the Bureau of Workmen's Compensation

COMPENSATION AWARDED AND PAID

	AWARDED			
1927	Total Compensation Awarded	Fatal Compensation Awarded	Permanent Disability Compensation Awarded	Temporary Disability Compensation Awarded
January	$995,196	$528,084	$209,950	$257,162
February				
March				
April				
May				
June				
1926				
January	$1,043,269	$362,749	$288,235	$392,285
February	860,267	320,937	223,523	315,307
March	1,227,873	491,084	357,591	379,198
April	1,097,350	359,512	319,392	418,446
May	1,032,140	406,243	278,324	347,573
June	1,059,713	368,385	304,730	386,598
Total—1926	$12,979,641	$5,278,927	$3,384,399	$4,316,315
*Grand total	$112,817,001	$56,077,709	$22,349,769	$34,389,613

	PAID			
1927	Total Compensation Awarded	Fatal Compensation Awarded	Permanent Disability Compensation Awarded	Temporary Disability Compensation Awarded
January	$867,381	$331,075	$279,144	$257,162
February				
March				
April				
May				
June				
1926				
January	$962,679	$275,824	$294,570	$392,285
February	768,985	262,555	190,623	315,807
March	1,115,853	398,655	338,000	379,198
April	1,015,851	299,268	298,137	418,446
May	863,508	249,517	266,418	347,573
June	1,025,039	383,923	254,518	386,598
Total—1926	$11,037,688	$3,529,120	$3,192,253	$4,316,315
*Grand total	$74,545,439	$22,958,517	$17,197,309	$34,389,613

PERMANENT INJURIES**

1927	Loss of Legs		Loss of Arms		Loss of Hands		Loss of Feet		Loss of Eyes	
	No.	Amt. Awarded	No.	Amt. Awarded	No	Amt. Awarded	No.	Amt. Awarded	No.	Amt. Awarded
January	10	$25,714	8	$20,640	13	$26,759	8	$14,708	34	$49,923
February										
March										
April										
May										
June										
1926										
January	11	$28,475	3	$7,740	19	$37,807	15	$28,355	53	$79,570
February	11	26,688	7	18,060	13	26,166	11	19,538	26	41,000
March	14	36,706	11	28,844	27	50,497	24	43,786	51	78,677
April	9	23,170	6	15,480	20	38,614	21	39,064	51	76,027
May	11	26,789	10	25,723	19	39,555	19	32,650	44	68,685
June	14	34,800	10	24,970	18	35,361	17	29,862	53	78,284
Total—1926	124	$311,378	83	$207,090	229	$458,088	192	$344,481	575	$870,732
*Grand total	1,118	$2,219,102	777	$1,693,277	2,481	$4,429,579	1,424	$2,306,947	6,019	$8,260,429

PERMANENT INJURIES**—(Continued)

1927	Loss of Fingers		Loss of Phalanges		Miscellaneous		Total	
	No.	Amt. Awarded	No.	Amt. Awarded	No.	Amt. Awarded	Amt. Awarded	Amt. Paid
January	98	$33,753	99	$19,164	15	$19,289	$209,950	$279,144
February								
March								
April								
May								
June								
1926								
January	140	$48,520	92	$18,143	19	$39,625	$288,235	$294,670
February	141	48,947	106	18,402	12	24,722	223,523	190,623
March	150	52,856	96	18,804	21	47,421	357,591	338,000
April	146	61,185	120	22,297	21	53,555	319 392	298,137
May	109	38,187	80	15,805	11	30,840	278 324	266,418
June	146	50,354	111	19,284	16	31,815	304,730	254,518
Total—1926	1,553	$537,332	1,286	$241,319	188	$413,979	$3,384,399	$3,192,253
*Grand total	4,239	$1,447,073	3,509	$667,214	471	$1,326,148	$22,349,769	$17,197,309

*Since the Inception of the Act—January 1, 1916.

**Multiple losses separated respectively.

NOTE: The above table presents changes in a number of items from similar tables previously published. The changes have been made as information received subsequent to the publication of former tables made such corrections necessary.

COMMONWEALTH OF PENNSYLVANIA

DEPARTMENT OF LABOR AND INDUSTRY

BUREAU OF STATISTICS

Compensated Accidents During the Year 1926, Compiled From Records in the Bureau of Workmen's Compensation.

Cause	Total of all Industries		CONSTRUCTION Building		CONSTRUCTION Other		Contracting		Chemicals and Allied Products		Clay, Glass and Stone Products		Clothing Manufacture		Food and Kindred Products	
*	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF
Total of All Causes	1,830	73,505	77	4,777	60	2,087	49	2,081	48	1,317	25	1,960	5	728	40	2,401
Machinery	69	8,104	1	156	1	139	3	58	1	71	1	235	---	323	4	285
Boilers	12	42	---	2	---	3	---	2	1	---	---	1	---	---	---	2
Pumps, Compressors & Prime Movers	12	345	---	26	---	10	1	31	7	37	---	9	---	1	1	12
Transmission	6	64	---	---	---	1	2	2	---	7	---	3	---	---	---	1
Elevators	40	429	5	39	---	6	---	7	---	13	---	6	2	17	5	36
Cranes and Derricks	87	2,095	9	146	5	89	4	187	3	48	2	32	---	1	---	27
Cars and Engines	276	8,680	---	55	5	18	3	72	1	47	3	195	---	3	2	20
Motor Vehicles	119	1,116	9	211	10	171	5	218	4	104	1	44	1	15	8	339
Horse Vehicles	16	1,027	---	26	---	26	3	98	---	34	---	18	---	1	1	171
Hand Trucks	11	1,515	---	69	---	31	1	85	---	37	1	125	---	4	1	53
Water Craft	12	57	---	1	---	9	1	20	---	2	---	---	---	---	---	---
Handling Objects	50	13,512	1	981	1	111	---	352	2	281	2	564	---	126	3	506
Hand Tools	13	5,514	---	363	1	178	---	171	---	118	---	96	---	31	---	153
Electricity	79	403	1	11	9	8	1	3	---	3	2	13	---	1	---	4
Explosives and Explosions	208	889	2	20	5	1	5	36	12	30	1	7	---	2	1	9
Hot and Corrosive Substances	62	2,600	1	180	2	[illegible]	3	39	6	131	---	75	1	21	3	115
Falling Objects	65	4,092	6	521	6	[illegible]	8	270	2	73	3	147	---	21	---	122
Falling Objects (Mines & Quarries)	445	6,635	---	---	---	---	---	---	---	---	---	---	---	---	---	---
Fall of Persons	178	8,547	37	1,449	11	[illegible]	[illegible]	259	7	202	6	240	---	98	9	337
Stepping Upon or Striking Against Objects	15	3,252	2	447	---	[illegible]	---	96	---	52	---	111	1	58	---	116
Miscellaneous Causes	55	1,563	3	74	1	42	---	45	2	21	3	39	---	2	2	93

Cause	Leather, Rubber and Composition Goods		Lumber, Wood and Their Products		Paper and Printing Industries		Textiles		METALS AND METAL PRODUCTS Total		Blast Furnaces and Steel Works		Rolling Mills		Foundries and Machine Shops	
*	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF
Total of All Causes	6	628	25	2,203	3	1,144	9	1,342	280	18,271	56	1,087	74	3,671	37	3,369
Machinery	---	193	5	731	1	406	2	523	32	3,436	2	26	14	664	3	594
Boilers	---	1	---	---	---	2	---	---	4	16	---	---	2	3	---	2
Pumps, Compressors & Prime Movers	---	5	---	4	---	6	---	4	2	47	---	4	2	17	---	9
Transmission	---	1	1	1	---	5	---	2	---	19	---	2	---	7	---	3
Elevators	---	6	---	16	1	15	---	20	5	55	1	1	1	2	---	10
Cranes and Derricks	---	8	---	12	1	10	---	3	49	1,263	12	105	13	243	5	251
Cars and Engines	---	10	---	54	---	21	---	4	52	943	13	111	12	172	5	41
Motor Vehicles	1	13	5	90		56	1	28	7	684	---	7	---	23	1	30
Horse Vehicles	---	1	2	125	---	4	---	4	1	13	---	---	---	1	---	6
Hand Trucks	---	25	---	37	---	68	---	37	5	702	---	33	3	119	1	122
Water Craft	---	---	---	---	---	---	---	---	3	5	---	---	1	1	---	---
Handling Objects	1	137	4	365	2	194	1	198	16	1,231	2	183	[illegible]	376	3	941
Hand Tools	---	31	1	268	---	42	---	50	5	1,371	---	71	---	224	1	187
Electricity	---	5	---	2	---	5	---	5	10	99	1	[illegible]	3	10	2	8
Explosives and Explosions	2	2	---	2	---	3	---	8	3	109	---	[illegible]	---	11		16
Hot and Corrosive Substances	1	32	---	20	---	43	2	56	24	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	---	[illegible]
Falling Objects	---	26	1	159	---	45	---	46	20	[illegible]	3	110	6	[illegible]	[illegible]	[illegible]
Falling Objects (Mines & Quarries)	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---
Fall of Persons	---	85	2	211	2	154	2	227	33	[illegible]	1	[illegible]	7	[illegible]	7	[illegible]
Stepping Upon or Striking Against Objects	---	39	1	70	---	49	---	92	4	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	1	[illegible]
Miscellaneous Causes	1	8	---	36	---	16	1	26	5	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]

Cause	Fabrication		Car Repair Shops		Automobile Service Stations		COAL MINES Anthracite		COAL MINES Bituminous		TRANSPORTATION Steam Railroads		TRANSPORTATION Other		Public Utilities	
*	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF
Total of All Causes	75	6,403	21	2,843	7	898	414	9,341	435	12,267	43	530	33	1,051	57	1,265
Machinery	9	1,761	4	258	---	33	4	174	9	549	---	4	---	11	1	37
Boilers	---	3	2	8	---	---	2	3	1	1	---	---		1	1	1
Pumps, Compressors & Prime Movers	---	13	---	3	---	1	---	29	---	34	---	1	---	5	1	18
Transmission	---	7	---	---	---	---	---	8	1	7	---	---	---	---	---	2
Elevators	3	36	---	3	---	3	6	30	4	14	---	---	1	5	1	4
Cranes and Derricks	16	419	2	134	1	11	1	41	---	43	1	18	3	24	2	15
Cars and Engines	8	117	14	466	---	6	61	2,349	80	3,982	38	238	13	166	---	41
Motor Vehicles	5	153	---	47	3	424	1	19	2	41	---	17	7	311	5	147
Horse Vehicles	1	6	---	---	---	---	1	9	1	34		---	---	6	---	7
Hand Trucks	---	211	1	151	---	3	---	12	---	5	---	29		29	1	19
Water Craft	3	1	---	---	---	---	---	---	---	---	---	---	2	12	---	---
Handling Objects	5	1,185	1	650	---	96	6	1,518	4	1,256	---	86	---	160	---	238
Hand Tools	3	390	---	358	1	131	2	723	2	1,036	---	34	---	59		108
Electricity	5	13	---	11	---	2	4	49	12	93	1	1	2	[illegible]	[illegible]	61
Explosives and Explosions	1	55	---	13		26	80	374	76	113	---		1	6	1	[illegible]
Hot and Corrosive Substances	1	175	---	97	1	42	12	82	2	87	---	11		17		57
Falling Objects	4	574	1	[illegible]	---	22	4	112	---	100		19		[illegible]		[illegible]
Falling Objects (Mines & Quarries)	---	---	---	---	---	---	206	2,501	230	3,925	---	---	---	---	---	---
Fall of Persons	[illegible]	561	[illegible]	260	---	72	12	705	5	462	2	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]
Stepping Upon or Striking Against Objects	2	[illegible]	---	77	---	31	1	366	1	271	---	10	[illegible]	[illegible]	[illegible]	[illegible]
Miscellaneous Causes	[illegible]	[illegible]	[illegible]	[illegible]	1	12	8	237	5	204	1	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]

Cause	Quarries and Mines Other Than Coal		Miscellaneous Industries		Hotels and Restaurants		TRADING Retail		TRADING Wholesale		State and Municipal	
*	F	NF	F	NF	F	NF	F	NF	F	NF	F	NF
Total of All Causes	34	1,305	50	3,193	2	714	41	2,631	14	748	75	1,521
Machinery	1	62	1	424		56	2	131	---	22	---	75
Boilers	---	2	---	1		2		---	2	---	1	2
Pumps, Compressors & Prime Movers		7	---	22	---	1	---	3	---	1	---	23
Transmission	1	3	---	---	---	---	1	1	---	---	---	1
Elevators	1	3	4	48	---	18	2	43	2	26	1	2
Cranes and Derricks	2	47	1	43		---	2	20	---	5	2	13
Cars and Engines	7	222	5	87		---	1	74	2	24	---	22
Motor Vehicles	1	49	12	478	---	14	10	551	5	177	23	330
Horse Vehicles	---	12	5	178	---	2	1	115	---	16	1	127
Hand Trucks		8		56	---	7	---	40	1	31	1	3
Water Craft		3	1	3	---	---	2	---	---	---	---	2
Handling Objects	---	220		565	---	147	2	556	1	197	4	187
Hand Tools		151	1	154	---	52	1	169	---	22	---	125
Electricity	---	8	---	8	---	---	1	5	---	2	3	3
Explosives and Explosions	7	38	5	27	1	11	5	7	---	---	3	16
Hot and Corrosive Substances		20	2	112	1	115	---	32	---	8	2	47
Falling Objects	1	79	1	117	---	29	1	111	---	48	6	85
Falling Objects (Mines & Quarries)	7	[illegible]	---	---	---	---	---	---	---	---	2	3
Fall of Persons	6	100	7	559	---	187	7	513	1	110	12	294
Stepping Upon or Striking Against Objects	[illegible]	3	2	148	---	55	1	173	---	41	2	59
Miscellaneous Causes	[illegible]	77	5	163	---	18	2	84	---	15	12	102

*F.=Fatal. N.F.=Non-Fatal.

COMMONWEALTH OF PENNSYLVANIA
DEPARTMENT OF LABOR AND INDUSTRY
BUREAU OF STATISTICS

Time Loss in Days Due to Compensated Accidents During the Year 1926, Compiled from Records in the Bureau of Workmen's Compensation.

Cause	Total of all Industries	CONSTRUCTION		Contracting	Chemicals and Allied Products	Clay, Glass and Stone Products	Clothing Manufacture	Food and Kindred Products	Leather, Rubber and Composition Goods	Lumber, Wood and Their Products	Paper and Printing Industries	Textiles	METALS AND METAL PRODUCTS							COAL MINES		TRANSPORTATION		Public Utilities	Quarries and Mines Other Than Coal	Miscellaneous Industries	Hotels and Restaurants	TRADING		State and Municipal
		Building	Other										Total	Blast Furnaces and Steel Works	Rolling Mills	Foundries and Machine Shops	Fabrication	Car Repair Shops	Automobile Service Stations	Anthracite	Bituminous	Steam Railroads	Other					Retail	Wholesale	
Total of All Causes	18,903,336	936,267	566,962	523,486	436,655	312,513	72,599	454,875	119,319	437,869	176,957	223,643	3,617,155	511,773	846,150	527,464	1,179,792	419,964	114,012	3,489,875	4,122,932	332,298	285,934	467,206	387,984	599,807	69,331	480,050	139,407	650,182
Machinery	1,963,626	46,692	23,390	24,198	21,620	59,180	15,627	88,182	45,947	175,995	82,089	96,497	861,146	17,995	233,768	115,951	404,020	83,805	5,607	51,307	170,658	482	6,099	17,715	18,197	78,517	5,242	46,940	6,898	20,718
Boilers	76,917	65	19	60	7,800	52	--------	101	12	--------	60	--------	24,505	--------	12,062	64	68	12,311	--------	12,043	6,024	--------	26	6,030	1,854	22	37	--------	12,000	6,187
Pumps, Compressors and Prime Movers	165,250	2,091	825	11,234	51,639	1,355	14	11,640	379	3,788	3,137	671	29,313	136	18,235	5,802	4,166	934	40	11,112	17,097	39	449	7,265	889	7,572	300	268	21	4,142
Transmission	63,369	--------	14	12,435	1,315	173	--------	−676	3,000	6,014	353	129	18,648	1,520	11,757	2,265	3,106	--------	--------	691	8,699	--------	--------	109	6,083	--------	--------	6,052	--------	300
Elevators	305,679	39,905	684	274	3,153	113	13,000	33,619	280	5,407	12,664	1,095	37,582	6,018	6,153	601	24,542	133	135	43,069	25,363	--------	7,703	6,353	6,383	27,117	6,036	16,511	12,962	6,046
Cranes and Derricks	868,180	77,981	61,750	60,957	26,886	15,054	15	2,637	224	1,788	6,268	6,881	483,564	96,804	142,277	62,700	138,453	36,293	7,037	11,220	14,345	8,306	19,241	12,757	15,611	8,544	--------	19,823	573	13,652
Cars and Engines	2,723,968	3,243	36,354	38,608	11,052	39,980	2,438	12,956	315	2,570	530	4,555	470,750	129,255	102,670	32,687	70,924	135,001	213	639,196	927,867	283,113	102,515	3,027	74,508	41,806	--------	14,853	13,082	1,131
Motor Vehicles	999,017	67,183	75,659	49,776	29,135	11,006	6,506	74,655	6,535	36,839	9,035	7,628	88,277	457	824	7,034	21,543	6,307	49,112	7,426	14,906	945	56,638	35,801	10,212	103,097	665	91,075	44,998	171,080
Horse Vehicles	208,138	1,769	1,644	34,591	2,236	1,372	11	23,031	24	21,518	219	253	6,456	--------	19	152	6,285	--------	--------	6,323	9,179	--------	253	539	438	56,452	111	16,931	715	23,640
Hand Trucks	152,396	3,252	923	9,103	1,300	10,671	73	11,069	1,289	2,604	9,043	1,706	65,472	1,382	29,871	13,497	10,029	10,593	100	451	379	2,370	780	6,423	284	10,649	293	1,194	6,909	6,168
Water Craft	82,282	27	3,622	29,202	28	--------	--------	--------	--------	--------	--------	--------	18,534	--------	6,481	--------	12,650	--------	--------	--------	--------	--------	12,163	--------	184	6,113	--------	12,000	--------	109
Handling Objects	1,060,410	65,068	29,055	18,658	32,255	37,200	4,550	44,176	13,492	46,709	20,140	17,608	346,072	36,441	58,677	67,363	125,915	50,687	7,089	111,253	89,716	3,644	17,785	11,433	13,532	40,424	6,236	40,848	13,737	36,439
Hand Tools	817,564	61,003	28,210	19,646	17,670	10,628	1,041	8,042	5,439	25,116	5,579	5,583	215,635	6,188	26,681	30,019	97,317	30,625	21,775	139,266	140,319	4,730	[illegible]	11,924	37,002	21,200	1,889	19,705	2,985	29,226
Electricity	556,144	6,350	[illegible]	9,120	72	12,401	220	104	102	4,535	62	1,301	68,529	9,670	13,698	12,191	32,489	436	45	26,884	78,669	6,011	[illegible]	31,995	6,688	351	--------	6,129	49	24,181
Explosives and Explosions	1,552,901	14,744	31,506	[illegible]	[illegible]	8,802	351	6,454	12,092	[illegible]	90	587	36,547	15,801	1,450	2,445	[illegible]	2,612	1,192	602,177	514,107	--------	6,155	9,091	66,113	21,284	6,266	30,353	--------	27,883
Hot and Corrosive Substances	540,380	22,715	15,171	19,106	4,626	2,898	6,614	22,537	7,057	472	2,785	[illegible]	222,673	68,219	53,979	42,228	28,895	21,336	8,016	74,777	14,748	301	[illegible]	3,785	2,374	17,403	10,071	2,947	6,196	14,955
Falling Objects	686,882	82,537	[illegible]	[illegible]	11,777	24,648	2,737	4,801	935	41,147	[illegible]	[illegible]	210,767	25,382	58,578	61,803	10,092	15,083	829	31,820	11,973	678	[illegible]	25,982	12,088	10,421	3,570	17,160	2,704	44,895
Falling Objects (Mines and Quarries)	3,515,119	--------	--------	--------	--------	--------	--------	--------	--------	--------	--------	--------	--------	--------	--------	--------	--------	--------	--------	1,522,533	1,918,786	--------		--------	61,601	--------	--------	--------	--------	12,139
Fall of Persons	1,883,913	385,318	[illegible]	[illegible]	[illegible]	54,828	9,750	81,040	14,481	[illegible]	[illegible]	[illegible]	314,915	87,258	59,197	[illegible]	100,182	10,650	1,920	110,160	65,137	14,058	[illegible]	62,322	39,470	87,511	20,810	97,314	11,308	105,781
Stepping Upon or Striking Against Objects	232,550	27,514	6,017	[illegible]	[illegible]	3,012	9,553	5,192	1,305	9,896	[illegible]	[illegible]	49,813	961	12,538	[illegible]	[illegible]	2,287	1,476	20,530	16,892	591	[illegible]	1,721	792	19,258	6,950	20,504	3,811	14,277
Miscellaneous Causes	493,641	27,777	[illegible]	[illegible]	[illegible]	19,110	−51	22,315	6,300	17,113	[illegible]	[illegible]	47,927	8,286	15,323	[illegible]	[illegible]	871	6,426	67,637	48,068	6,139	[illegible]	12,994	13,671	41,877	825	19,443	450	87,223

Minus Quantities Represent Deductions Made Because Of [illegible] Of Cases.

Fatal and Permanent Injuries Weighted According To Scale Of Time Losses For Weighting Industrial Accident Disabilities Recommended By The International Association of Industrial Accident Boards And Commissions.
For Explanation Of Use See Labor And Industry, Vol. XIII, No. 8, Or Bulletin No. 276 Of The United States Bureau of Labor Statistics.

COMMONWEALTH OF PENNSYLVANIA

DEPARTMENT OF LABOR AND INDUSTRY

BUREAU OF STATISTICS

Amounts Paid and Awarded Due to Compensated Accidents During the Year 1926, Compiled from Records in the Bureau of Workmen's Compensation.

Cause	Total of all Industries	CONSTRUCTION		Contracting	Chemicals and Allied Products	Clay, Glass and Stone Products	Clothing Manufacture	Food and Kindred Products	Leather, Rubber and Composition Goods	Lumber, Wood and Their Products	Paper and Printing Industries	Textiles	METALS AND METAL PRODUCTS							COAL MINES		TRANSPORTATION		Public Utilities	Quarries and Mines Other Than Coal	Miscellaneous Industries	Hotels and Restaurants	TRADING		State and Municipal
		Building	Other										Total	Blast Furnaces and Steel Works	Rolling Mills	Foundries and Machine Shops	Fabrication	Car Repair Shops	Automobile Service Stations	Anthracite	Bituminous	Steam Railroads	Other					Retail	Wholesale	
Total of All Causes,	$12,979,641	$689,558	$369,708	$319,943	$279,126	$228,175	$17,651	$310,975	$88,626	$300,673	$138,176	$162,457	$2,573,742	$331,071	$612,320	$371,845	$846,040	$326,716	$85,750	$2,350,031	$2,958,443	$204,980	$179,417	$283,629	$254,927	$404,661	$50,867	$288,253	$82,872	$372,751
Machinery,	1,434,263	32,200	22,530	9,072	15,224	45,653	14,252	65,456	36,211	124,221	56,278	70,328	628,647	11,307	158,026	85,572	306,074	62,938	4,730	33,071	142,231	502	4,582	13,186	12,082	56,661	5,703	22,715	4,797	18,591
Boilers,	42,645	78	—41	70	3,700	72	--------	140	4	--------	951	--------	12,564	--------	5,516	76	647	6,325	--------	2,817	2,779	--------	28	6,278	1,576	22	26	--------	8,222	3,339
Pumps, Compressors and Prime Movers,	101,854	2,908	981	7,716	22,436	1,095	8	7,456	—527	2,420	2,252	792	21,303	166	13,451	3,906	2,786	942	52	6,289	14,128	50	370	2,292	728	5,017	210	411	20	3,499
Transmission,	39,531	--------	8	7,199	3,314	—2,865	--------	—206	1,960	770	520	188	15,415	2,574	8,952	2,006	1,883	--------	--------	646	4,947	--------	--------	159	6,105	--------	--------	1,131	--------	240
Elevators	164,618	22,507	1,074	355	4,867	96	6,225	17,733	312	3,759	6,031	548	18,468	—508	3,481	907	14,272	134	182	24,852	15,583	--------	5,318	3,042	3,041	13,059	4,103	3,468	5,284	4,893
Cranes and Derricks,	544,629	38,103	30,854	33,423	15,173	10,723	10	2,774	252	1,845	5,261	4,330	315,572	56,853	102,168	41,324	82,639	30,751	1,834	4,834	10,349	10,159	7,334	5,358	13,231	8,656	--------	11,753	517	5,118
Cars and Engines,	1,842,689	4,240	11,848	27,957	5,825	25,479	1,829	5,060	368	2,354	557	2,624	296,750	80,803	74,593	14,087	35,705	91,287	270	412,745	715,692	163,892	67,894	3,848	53,997	22,170	--------	12,179	2,557	2,824
Motor Vehicles,	592,965	38,392	41,912	32,028	16,318	8,330	2,874	44,050	3,121	16,410	1,854	5,219	69,221	651	1,119	8,010	16,922	4,788	37,731	4,931	14,129	1,293	31,458	16,951	7,983	66,271	818	53,700	25,805	86,834
Horse Vehicles,	150,558	1,944	2,087	22,513	3,417	2,054	2	17,242	24	15,434	360	368	662	--------	16	160	486	--------	--------	5,535	3,397	—20	333	908	531	36,605	158	14,178	945	21,881
Hand Trucks,	111,869	4,180	1,066	5,244	1,495	6,379	58	10,069	1,635	3,801	7,351	1,936	48,666	1,454	20,952	11,248	8,795	6,097	120	578	570	3,318	62	3,827	—716	6,453	335	1,238	3,992	322
Water Craft,	41,496	30	9,038	20,461	16	--------	--------	--------	--------	--------	--------	--------	8,721	--------	5,705	--------	3,016	--------	--------	--------	—197	--------	3,186	--------	261	1,442	--------	1,400	--------	135
Handling Objects,	942,619	60,733	27,435	23,404	23,108	35,995	4,948	38,842	10,126	31,193	25,179	15,017	297,490	31,026	50,721	56,007	103,785	44,823	8,128	98,944	90,830	4,057	14,927	12,667	12,195	38,424	5,758	32,592	9,091	20,064
Hand Tools,	714,133	51,[illegible]	22,804	18,647	15,668	9,223	1,282	8,944	4,003	19,391	5,737	5,182	181,605	6,079	24,310	23,664	79,023	30,057	21,442	126,289	126,138	4,071	5,204	11,285	30,189	15,568	1,780	17,098	2,432	24,389
Electricity,	267,575	[illegible]	17,069	4,481	76	8,131	360	—108	19	2,624	30	2,148	32,670	2,387	11,845	2,788	15,190	516	44	2,723	43,646	4,550	5,115	125,605	4,1[illegible]	470	--------	1,512	52	11,761
Explosives and Explosions,	1,042,600	1[illegible],670	17,782	37,270	50,203	6,674	568	3,119	6,322	3,018	104	876	28,370	11,036	—[illegible]	1,818	10,998	2,664	2,110	415,509	374,886	--------	3,403	6,626	35,301	18,534	346	10,148	--------	12,980
Hot and Corrosive Substances,	353,124	19,[illegible]	4,013	6,158	36,855	6,096	748	11,971	7,755	474	3,077	12,184	157,461	57,[illegible]	10,601	38,615	17,859	12,229	1,431	46,919	14,800	342	501	[illegible]	1,376	13,755	7,135	3,141	4,175	10,426
Falling Objects,	479,959	[illegible]	35,610	47,952	8,457	19,585	2,618	6,341	1,140	29,219	3,049	3,[illegible]	151,[illegible]	17,[illegible]	[illegible]	36,952	42,130	11,116	773	20,176	11,020	844	[illegible]	[illegible]	[illegible]	5,688	2,902	11,795	2,818	23,841
Falling Objects (Mines and Quarries),	2,316,079	--------	--------	--------	--------	--------	--------	--------	--------	--------	--------	--------	--------	--------	--------	--------	--------	--------	--------	997,037	1,278,808	--------	--------	--------	35,726	--------	--------	--------	--------	4,508
Fall of Persons,	1,292,517	81,7[illegible]	91,447	35,080	40,261	41,043	7,485	48,727	10,678	24,163	13,937	30,6[illegible]	226,212	62,105	[illegible]	[illegible]	75,[illegible]	15,610	2,310	91,089	50,374	8,934	15,078	46,6[illegible]	20,191	59,188	16,805	62,889	9,855	61,605
Stepping Upon or Striking Against Objects,	189,887	20,[illegible]	8,236	3,871	1,114	3,345	4,747	5,818	1,490	10,873	1,735	4,1[illegible]	[illegible]	1,074	[illegible]	8,311	[illegible]	[illegible]	1,558	16,241	19,312	518	3,416	2,668	821	10,613	3,962	12,700	2,489	7,047
Miscellaneous Causes,	311,331	17,175	15,014	7,042	11,559	11,067	—393	17,517	3,733	8,704	3,913	2,5[illegible]	[illegible]	[illegible]	8,885	[illegible]	9,[illegible]	[illegible]	3,032	38,686	25,621	7,470	5,0[illegible]	3,323	9,678	26,065	826	14,205	—179	48,434

Minus quantities represent deductions made because of change in status of cases.

COMMONWEALTH OF PENNSYLVANIA
DEPARTMENT OF LABOR AND INDUSTRY
BUREAU OF STATISTICS

Accidents Occurring During Course of Employment Reported to the Bureau of Workmen's Compensation During January, 1927.

Cause			CONSTRUCTION AND CONTRACTING						MANUFACTURING																																		COAL MINING						TRANSPORTATION AND PUBLIC UTILITIES						OTHER INDUSTRIES									
																											METALS AND METAL PRODUCTS																														TRADING							
	Total of All Industries		Building Construction		Other Construction		Contracting		Total of Manufacturing Industries		Chemicals and Allied Products		Clay, Glass and Stone Products		Clothing		Food and Kindred Products		Leather, Rubber and Composition Goods		Lumber, Wood and Their Products		Paper and Paper Products and Printing and Publishing		Textiles		Total		Blast Furnaces and Steel Works		Rolling Mills		Foundries and Machine Shops		Fabrication		Car Repair Shops		Automobile Service Stations		Other		Anthracite Coal Mining		Bituminous Coal Mining		Mining other than Coal Mining and Quarrying		Steam Railroads		Other Transportation		Public Utilities		Hotels and Restaurants		Retail		Wholesale		State and Municipal		Miscellaneous	
	*F	N F	F	N F	F	N F	F	N F	F	N F	F	N F	F	N F	F	N F	F	N F	F	N F	F	N F	F	N F	F	N F	F	N F	F	N F	F	N F	F	N F	F	N F	F	N F	F	N F	F	N F	F	N F	F	N F	F	N F	F	N F	F	N F	F	N F	F	N F	F	N F	F	N F	F	N F
Total of All Causes,	173	14,497	9	782	4	262	4	386	35	5,185	2	275	2	381	2	143	5	468	1	140	3	341	1	233	1	265	18	2,871	2	107	4	555	2	542	5	956	3	547	2	164	---	68	31	2,358	30	2,321	5	184	23	900	6	203	5	274	---	107	5	598	---	143	12	296	4	498
Working Machinery,	3	1,113	---	14	---	13	---	21	2	839	---	12	---	29	---	49	---	42	1	30	---	95	---	64	1	93	---	406	---	3	---	81	---	84	---	205	---	30	---	8	---	19	---	31	---	100	---	10	---	4	---	1	1	4	---	6	---	26	---	3	---	4	---	37
Boilers and Pressure Apparatus	1	19	---	---	---	1	---	---	1	9	---	2	---	---	---	---	---	---	---	---	---	---	---	---	---	---	1	7	---	---	1	1	---	1	---	---	---	3	---	2	---	---	---	5	---	1	---	---	---	2	---	1	---	---	---	---	---	---	---	---	---	---	---	---
Pumps and Prime Movers	---	49	---	---	---	3	---	3	---	23	---	8	---	2	---	1	---	---	---	1	---	---	---	1	---	---	---	10	---	1	---	4	---	---	---	4	---	1	---	---	---	---	---	3	---	9	---	3	---	1	---	---	---	1	---	---	---	---	---	---	---	---	---	3
Transmission Apparatus,	1	53	---	1	---	1	---	2	---	18	---	4	---	2	---	---	---	1	---	1	---	1	---	2	---	---	---	6	---	---	---	2	---	---	---	3	---	1	---	---	---	1	1	17	---	13	---	---	---	---	---	---	---	---	---	---	---	1	---	---	---	---	---	---
Elevators and Hoists,	3	87	1	8	---	2	---	2	2	29	---	2	---	---	1	2	---	5	---	---	---	---	1	2	---	4	---	12	---	---	---	4	---	---	---	3	---	2	---	3	---	2	---	8	---	7	---	2	---	---	---	---	---	1	---	---	---	13	---	5	---	---	---	10
Cranes and Derricks,	6	246	---	18	---	13	1	25	4	160	---	4	---	3	---	---	---	4	---	3	---	1	---	3	---	---	4	142	---	8	1	40	2	37	1	34	---	21	---	2	---	---	---	6	---	4	---	4	---	6	---	1	---	2	---	---	---	1	---	---	1	---	---	6
Cars and Engines,	39	1,561	---	2	---	3	---	6	2	143	---	5	---	24	---	1	---	1	---	2	---	2	---	1	---	1	2	106	1	14	---	10	---	5	1	11		66	---	---	---	---	6	398	6	591	1	23	22	364	1	18	---	1	---	---	1	6	---	---	---	3	---	3
Motor Vehicles,	12	602	---	20	---	13	1	17	2	197	---	16	---	7	---	5	1	40	---	3	---	12	---	7	---	2	1	104	---	---	1	2	---	5	---	30	---	5	---	62	---	1	---	---	---	2	---	7	---	9	1	66	2	34	---	---	1	91	---	22	4	61	1	63
Other Vehicles,	1	119	---	4	---	3	---	11	---	34	---	---	---	2	---	1	---	18	---	---	---	9	---	2	---	---	---	2	---	---	---	---	---	2	---	---	---	---	---	---	---	---	---	2	---	1	---	1	---	1	---	---	---	10	---	---	---	20	---	2	1	13	---	17
Hand Trucks,	---	227	---	17	---	---	---	15	---	146	---	9	---	24	---	2	---	15	---	5	---	3	---	12	---	8	---	66	---	1	---	14	---	14	---	26	---	11	---	---	---	2	---	3	---	2	---	---	---	22	---	3	---	1	---	---	---	7	---	6	---	---	---	5
Water and Air Craft,	2	18	---	---	---	1	---	8	---	4	---	---	---	---	---	---	---	1	---	---	---	---	---	---	---	3	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	---	1	---	1	---	---	---	2	2	1	---	---	---	---	---	---	---	---	---	---	---	---
Handling Objects—by Hand,	2	2,775	---	106	---	54	---	93	1	1,161	---	41	---	90	---	23	---	103	---	27	---	77	---	42	---	46	1	692	---	18	---	146	---	161	1	237	---	107	---	23		20	---	419		305		40		148		35	---	41	---	23	1	128	---	41	---	31	---	90
Hand Tools,	7	1,300	1	86	1	29	---	24	1	418	---	20		29	---	10	---	39	---	14	---	37	---	8	---	14	1	243	---	7		37	---	43	1	70	---	62	---	24		4	1	240	1	273	1	19		60		9	---	26	---	15	---	43	---	6	1	22	---	30
Electricity,	6	90	---	2	1	1		2	1	25	---	1	1	4	---	---	---	---	---	1	---	---	---	---	---	---		19	---	---		4	---	2	---	8	---	4	---	1	---	---	---	10	2	24	---	---	---	---	1	6	1	15	---	---	---	1	---	1	---	---	---	3
Explosive Substances,	14	160	1	9	---	3	---	2	2	35	1	11	---	1	---	---	1	2	---	---	---	---	---	6	---	1	---	14	---	3	---	6	---	1	---	2	---	---	---	2	---	---	6	50	5	28	---	5	---	2	---	---	---	6	---	1	---	6	---	---	---	7	---	6
Hot and Corrosive Substances,	7	472	1	29	---	6	---	11	4	270		19	1	12	---	6	1	18	---	8	---	---	---	6	---	12	2	183	---	16		37	---	57	---	[illegible]	1	29	1	7		1		26		21	1	2		21		1	---	13	---	21	---	15	---	4	---	8	1	21
Falling Objects,	37	1,872	1	50	1	19	---	37	4	387	1	13		17		5	---	23	---	4	3	20	---	11	---	9		251	---	12		62	---	39		83		51	---	4		1	16	581	15	648		38		16		5	---	19	---	2	---	21	---	4	---	10	---	26
Falls of Persons,	21	2,362	4	231	1	62	2	65	6	821		76		91	1	26	1	103	---	19	---	57		17		38	4	385	1	18	1	66	---	46		119	1	116	1	20		9	1	296		148	1	24	1	190	1	40	1	71	---	27	2	152	---	31	---	84	1	117
Stepping Upon or Striking Against Objects,	1	919	---	96	---	23	---	31	1	336		23		35		10	---	35	---	16	---	19		11		33	1	147	---	5	---	22	---	38		55	1	23	---	4		4		173	---	89		4		30	---	5	---	18	---	9	---	43	---	10	---	20	---	32
Miscellaneous,	10	453	---	20	---	12	---	11	2	130		9		9		2	1	18	---	6	---	8	---	2		1	1	71		1		17	---	7	1	34		15		7		4	---	89	1	54	1	2	---	22	---	8	---	11	---	3	---	24	---	5	5	33	1	29

*F=Fatal.   N F=Non-Fatal.

LABOR AND INDUSTRY

Published monthly by
DEPARTMENT OF LABOR AND INDUSTRY
COMMONWEALTH OF PENNSYLVANIA
CHARLES A. WATERS, *Secretary.*

VOL. XIV APRIL, 1927 NO. 4

Contents

Page

What Is Being Done in Pennsylvania to Protect the Health of Persons Distributing Ethyl Gasoline? 3

Alertness of Inspector Saves Lives, ... 6

Why Industrial Home Work, ... 8

An Important Decision of the Supreme Court in a Workmen's Compensation Case, ... 13

Employment Statistics for the United States, ... 15

Departmental Notes, ... 17

Review of Industrial Statistics, ... 18

Statistical Tables, ... 24

Directory of Offices, ... 37

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BUREAU OF REHABILITATION

S. S. Riddle, *Director*

BUREAU OF EMPLOYMENT

Robert J. Peters, *Director*

BUREAU OF INDUSTRIAL STANDARDS

J. M. Sandel, *Director*

BUREAU OF INDUSTRIAL RELATIONS

David Williams, *Director*

BUREAU OF STATISTICS

William J. Maguire, *Director*
Tolbert C. K. Smee, *Assistant Director*

BUREAU OF WOMEN AND CHILDREN

Charlotte E. Carr, *Director*
Beatrice McConnell, *Assistant Director*

DEPARTMENTAL SERVICE

W. A. Riddle, *Executive Secretary*

INDUSTRIAL BOARD

(*Vacancies*)

WORKMEN'S COMPENSATION BOARD

Paul W. Houck, *Chairman* — J. L. Morrison
Joseph E. Fleitz — Charles A. Waters, *ex-officio*
J. C. Detweiler, *Secretary*

STATE WORKMEN'S INSURANCE BOARD

Charles A. Waters, *Chairman*
Samuel S. Lewis, *State Treasurer*
Matthew H. Taggart, *Insurance Commissioner*

STATE WORKMEN'S INSURANCE FUND

Philip H. Dewey, *Manager*

WHAT IS BEING DONE IN PENNSYLVANIA TO PROTECT THE HEALTH OF PERSONS DISTRIBUTING ETHYL GASOLINE

By Elizabeth B. Bricker, M. D.

Chief, Hygiene and Sanitation Section

Department of Labor and Industry

Progress in industry is largely attained by the introduction of methods of manufacture or distribution which produce greater efficiency. Every large business organization is constantly devoting time, effort, and money to research problems Some of these, when solved, accrue to the benefit of the producer, but ultimately the greatest advance is made when these results benefit not only the producer, but also the consumer. For a number of years, one of these problems has been the obtaining of greater efficiency in the operation of internal combustion engines. When this efficiency was obtained by the use of high compression engines, a very undesirable knock appeared in the motor. After experimenting with a number of substances which could be used in eliminating this knock, tetraethyl lead was adopted as the most satisfactory compound for this purpose. This material, combined with certain other substances, was added to the motor gasoline to produce the desired result.

When first distributed, this fluid was sold to filling stations in one liter containers and a measured amount automatically added to the gasoline purchased by the consumer as it was run into his automobile tank. While extensively sold in several states in the middle west, it was not sold in large amounts in Pennsylvania.

In the fall of 1924, at the Bayway plant of the Standard Oil Company of New Jersey, a number of cases of acute lead poisoning occurred in a group of men who were working on an improved process for the manufacture of tetraethyl lead. Five of these men died in the course of a few days, after exhibiting most dramatic symptoms, and a number of the other men were ill for a greater or less length of time. The accident received a great deal of publicity in the newspapers. Following this occurrence, the manufacturers realized more than ever the possible dangers in the handling of this compound by persons not highly trained in the dangers connected with such handling, and stopped the distribution of the concentrated fluid to filling stations.

In May, 1925, Surgeon General Cumming of the United States Public Health Service called a conference of persons interested in the health hazards encountered in the manufacture and distribution of tetraethyl lead gasoline. As a result of this conference a committee composed of recognized authorities in clinical medicine, in physiology, and in industrial hygiene was appointed to study the health hazards involved in the distribution and use of tetraethyl lead gasoline as a motor fuel. Under the direction of this committee, the Section of Industrial Hygiene and Sanitation of the United States Public Health Service formulated plans for and conducted an investigation of the problem. The study was made in certain sections in Ohio where ethyl gasoline had been in use for several years. It included detailed physical examinations of groups of men who were known to have been driving cars using ethyl gasoline; of a certain group who were driving cars in which no ethyl gasoline was used; of workers in garages where ethyl gasoline was not used nor handled; of a similar group in which ethyl gasoline was used; and of a group of workers known to be exposed to lead dust, but in no way exposed to ethyl gasoline. These examinations covered a total of two hundred fifty-two persons.

The findings of this investigating committee may be summarized as follows: drivers of cars using ethyl gasoline showed no definite evidence of lead absorption after exposures averaging in the neighborhood of two years; garage employes showed some evidence of lead absorption; such absorption was apparently only slightly greater among the workers in garages using ethyl gasoline but was not sufficient to produce symptoms of lead poisoning, and was not nearly so great as that found in the group of workers who were exposed to the known definite lead hazard but not exposed to ethyl gasoline. During the course of the study the committee investigated all cases of illness or death reported as having been caused by ethyl gasoline. In not a single instance was there found a case of lead poisoning or, in fact, any disease that could possibly have been caused by contact with ethyl gasoline.

In view of these findings the United States Public Health Service suggested that regulations be adopted, dealing with: 1—The manufacture of tetraethyl lead and ethyl fluid; 2—The mixing of ethyl gasoline; 3—The distribution of ethyl gasoline; 4—The operation of automobile garages, repair shops, service stations, and filling stations.

After the report was made public, ethyl fluid was again placed on sale. The method of distribution however was changed. Instead of being sold at filling stations it is now sold only in bulk to be mixed with gasoline in not less than tank-car lots. In actual practice it is usually mixed in much larger amounts. All mixing processes are conducted under the strict supervision of the Ethyl Gasoline Corporation. This supervision concerns not only the method of mixing but also the condition of health of the men doing the mixing. The mixing plants in Pennsylvania are following the suggestions of the United States Public Health Service and in many instances are taking even greater precautions than were suggested in the regulations proposed by that body. All men doing the mixing are subjected to physical examination before they are permitted to begin operations. These examinations are made by physicians under the direction of Dr. Robert Kehoe of the University of Cincinnati, and copies of the reports of the original examinations of these men and their subsequent periodic examinations are sent to the Pennsylvania Department of Labor and Industry.

As far as our present knowledge of the subject goes, the mixing of ethyl gasoline is conducted in a safe manner in this State. Outside of the manufacture of tetraethyl lead and the production of ethyl fluid (operations which are not performed in Pennsylvania), it is in the mixing process that the greatest dangers to the workmen may arise, either from carelessness or ignorance in the handling of the ethyl fluid or from accidental spilling of this material on the persons or clothing of the workers. The men who do this work are fully instructed as to the dangers connected with the handling of the material and also in the precautions to be observed for safeguarding their health while doing the mixing.

Although the studies of the United States Public Health Service revealed no great disturbances occurring in the men handling ethyl gasoline, a series of studies carried out on lower animals in the laboratory of Industrial Hygiene at Columbia University would indicate that these animals, exposed to skin application and also to the fumes of ethyl gasoline, absorbed lead from this gasoline, and that this lead was stored in their bodies in sufficient amount to produce a distinct hazard.

When ethyl gasoline began to be distributed rather widely in Pennsylvania early last summer it was usually found that pumps delivering this fuel carried a sign calling attention to the fact that it was ethyl gasoline and that certain precautions should be taken in its handling. The stations also had for distribution to customers, leaflets calling attention to these same precautions. Although the station attendants were passing to the public these leaflets which, if read and understood, would have adequately informed them on the subject, a number of them showed a decided lack of knowledge concerning the material they were handling.

Despite the fact that in their study, the investigators of the United States Public Health Service found no evidence that the persons handling ethyl gasoline were being unfavorably affected by this fluid, they recommended that investigation be conducted over a longer period of time and observations made on the health of persons exposed to its contact. With this in view the Ethyl Gasoline Corporation is conducting its investigations of the problem by examining a large number of men who have been exposed to skin contact and inhalation of the fumes of ethyl gasoline over as long a period as possible. These conditions have led the Department of Labor and Industry to see that every effort is made to have ethyl gasoline handled in a most careful manner. To insure that proper precautions are observed the matter has been taken up with all companies mixing ethyl gasoline in Pennsylvania. These companies have adopted methods of instructing their employes and distributors with special reference to certain points, among which are the avoidance of spills by which persons in the neighborhood would be subjected to the inhalation of the fumes; the prompt washing of any portion of the body on which the gasoline has accidentally been spilled; and the prohibition of its use in the cleaning of tools, machinery, clothing, etc. They are also warned against its use in lamps, stoves, or in fact for any purpose whatever except as a motor fuel. So that ethyl gasoline may always be quickly recognized, it is uniformly colored with a red dye. As no other common motor fuel has this color there should never be any difficulty in recognizing ethyl gasoline at a glance.

To assist in the study of this subject it is desirable that any cases of illness believed to be caused by ethyl gasoline be reported to this Department as promptly as possible in order that they may be properly investigated.

ALERTNESS OF INSPECTOR SAVES LIVES

Frequently the importance of preventive-accident-investigation work is underestimated because it is very hard to present examples of the benefit of such inspections, and the menace of negligence where life is concerned.

A very striking example occurred recently in connection with a fire in the city of Williamsport. The building in question was undergoing extensive alterations to the amount of almost $300,000.

This building was divided into three parts comprising stores, a theatre, and apartments. It was essentially three buildings under one roof. Alterations of the west wing had been completed, and this portion of the building was closed off from the other sections by a seventeen-inch fire wall. On the first floor of the west wing there was a hardware store and the upper floors were apartments.

Alterations on the upper floors of the center portion and the east wing had only recently been started, and therefore this portion of the building was not occupied. The owner had submitted plans to the Department of Labor and Industry showing details of construction, means of egress, etc. The plans had been approved, the owner willingly complying with all suggestions for safety made by the building division of the Department. In fact, he even went farther than the State requirements for safety. By his attitude he showed that he was more than anxious to make the building safe for its occupants.

While construction was being completed in the center and east wing, occupants moved into the west wing before the fire escapes required by the department had been erected. This fact was discovered by Inspector J. W. Bower, in the Williamsport district, who immediately called the matter to the attention of the supervising inspector, Albert Karhan, of this district.

The supervisor got in touch with the owner and pointed out to him that the State could not permit occupants to remain in the building unless there were at least two or more ways of egress. He told him that the fire escapes must be placed on the building as soon as possible or the tenants would have to vacate the building until the work of placing the fire escapes was completed. In accordance with these instructions the owner completed the erection of the fire escapes, and on the eleventh day after the notice of the inspector to the owner, a fire occurred which destroyed the entire building.

As far as has been ascertained, the fire was discovered at 1:45 A. M. All of the occupants, with the exception of a man and his wife who had just moved on to the fourth floor, were able to reach safety, either by means of the recently erected fire escapes or by the stairways. The man and his wife became confused, and had to be taken out of the building by means of fire ladders. They had not familiarized themselves with the location of the fire escape, which was only a distance of fifteen or twenty feet from them and which had a door equipped with a panic bolt.

If this fire had occurred before the fire escapes had been erected doubtless there would have been great loss of life.

This incident proves the importance of public officials insisting upon proper safeguards in all cases where safety of life and limb is concerned.

WHY INDUSTRIAL HOME WORK

PREPARED BY

Bureau of Women and Children

CHARLOTTE E. CARR, *Director*

The *why* of industrial home work assumes a real significance when it is considered that the system of having factory work done in the home has existed in Pennsylvania since the very beginning of industrial development in the State. Why this practice has continued and why it remains today an established factor in the modern system of specialized factory production seems to be a matter worthy of special consideration.

During the past year the reasons for industrial home work have been made the subject of special study by the Bureau of Women and Children. As contacts have been made with employers and home workers, primarily with the idea of informing them of the home work regulations and raising the standard of working conditions, a specific inquiry has been made into the employers' reasons for having work carried on outside their factories and the workers' reasons for accepting factory work in their homes.

WHY EMPLOYERS GIVE OUT HOME WORK

When the employers were interviewed it was found that many of them had not given much thought to the question of why they gave out their factory work to be done in the home. Often their reasons were vague even in their own minds and extremely difficult to express. The primary reason often shaded off so perceptibly into secondary reasons that clear cut distinctions were next to impossible to make. The following discussion is based on interviews with approximately 600 employers and shows how difficult it is to draw any definite conclusions as to the fundamental reasons for giving out home work.

SHORTAGE OF LABOR

Nearly one-third of the employers gave as their reason for sending factory work into the homes the difficulty of securing sufficent help in the factory. These employers said that many women who for one reason or another were not willing to work full time in the factory were quite willing to do some work in their own homes. It was difficult in most instances to ascertain whether this so called shortage of labor was continuous or whether it came only with temporary periods of rush work. Some employers said that the shortage of factory labor, which had originally caused them to give out home work, probably was a temporary condition, but by the time sufficient factory help was again available their system of sending work out had been developed and so the practice was continued.

Custom

That home work was customary in the community and that work was given out to meet the demands of women who wished to do home work were advanced by about one-fifth of the employers as their main reasons for giving out work. Custom, as a reason for industrial home work, more or less overlaps every other reason mentioned by employers; and the point where the original reason, such as shortage of factory labor or an unexpected rush of work, becomes over shadowed by the growth of custom, is difficult in the extreme to determine.

Reduction of Overhead Expenses

Lack of space in the factory, high rents, and a desire to keep down general overhead expenses was stated by about 15 per cent of the employers as their primary reason for giving out home work. It seemed rather evident that this desire to keep down overhead expenses was a contributing factor in the majority of cases where work was sent into the homes although perhaps not always clearly formulated as such in the minds of the employer. Occasionally, the rapid growth of business in an establishment temporarily forced work out into the homes. Finding that it could be carried on satisfactorily in this way the employer had no particular urge to add to his investment by providing more factory space.

Seasonal Rush

A little more than 10 per cent of the employers stated that seasonal rush periods in their business necessitated the giving out of work to be done in the homes at certain periods of the year. The inability to care for extra production in the factory is definitely tied up with lack of space and often with the shortage of factory labor referred to previously. One licensed employer had a small factory in which paper novelties were made. About 100 factory operatives were employed, until about a year ago, when almost over night the business increased by leaps and bounds and the employer began giving out his work to be done in the homes. Now in his busy seasons he employs about 1000 home workers, while his number of factory employes has scarcely increased over the original number.

The seasonal rush is no longer a rush of production at a specific period of the year, that can be counted on and prepared for, as it once was. Today, with the rapid change in styles and the consequent change in designs, colors, and what not, manufacturers may have a period of rush production forced upon them at any season of the year and almost without warning. And for many employers the solution of this problem is home work.

WAGES

About 10 per cent of the employers stated that they gave out home work because it admitted of a lower wage rate than factory work. In many cases the operations done in the homes were not done in the factory at all, and where the same operations were carried on in the home and in the factory, information was not available as to the actual difference in rates paid.

MOTIVES OF PHILANTHROPY

In spite of the fact that in the past much stress has been laid on the philanthropic motives of employers in giving out home work, very few employers today are emphasizing philanthropy as a reason for home work. Only five per cent of the employers questioned said that such motives entered into their decision for giving out home work. Occasionally, where employers had plenty of space and labor to care for production in the factory, work was given only to a few homes as a matter of assistance to needy families. Although this may not always be the wisest way to provide assistance for needy families, in many cases it unquestionably makes for self support instead of dependence.

WHY EMPLOYES TAKE IN HOME WORK

People work primarily because of economic necessity, but the particular kind of work they do is usually determined by various circumstances. In the case of the home workers, an effort was made to determine the degree of economic pressure that influenced them to take in home work and also to find what were the reasons that influenced the worker to do home work instead of factory work.

ECONOMIC REASONS FOR HOME WORK

The earnings of more than three-fourths, 82 per cent, of the home workers interviewed were found to be a definite part of the family budget. In some cases the need for this supplementing of the family income was much greater than in others In approximately 42 per cent of the homes the earnings were considered necessary for the support of the family. In approximately 40 per cent of the homes the earnings from home work were used to raise the standard of living of the family.

In 18 per cent of the homes visited the home workers reported that they considered their earnings personal spending money and used it for recreation or to purchase luxuries that otherwise could not well be afforded.

The home workers were questioned regarding the regularity of their work and although as has just been stated more than 82 per cent of them depended on it for partial support, only 55 per cent reported that they received work regularly. Nearly 30 per cent stated that they received work irregularly and about 15 per cent had work only during the seasonal rush periods.

PERSONAL REASONS FOR HOME WORK

Granting the economic need for earnings from home work, there must also be considered the reasons that motivate workers to do industrial work in their own homes instead of taking regular factory jobs.

FAMILY CARES

More than one-half of the women worked at home because of family cares,—small children, aged parents, or the illness of some member of the family,—which necessitated their presence in the home even though the home duties left time which they could use to advantage in earning money. It was quite evident that custom played an important part in the case of this group of home workers. They worked at home for the most part because it was the accepted thing to do. In many instances it would have been quite possible for them to have arranged their home duties so as to permit their absence from the home for a part of the day at least. Part-time factory work unquestionably would have appealed to many of these women. Unfortunately, however, opportunities for part-time jobs were rarely available.

CHOICE

Practically one-third of the home workers questioned stated that they did home work from choice. They preferred to work in their homes instead of in a factory or shop. In many instances these women felt they did not care to be tied down to the regular hours and responsibility of factory work but "wanted to be independent" as they expressed it. Then too, many of these home workers did not wish to give full time to the work, they wanted to keep up the standard of their housekeeping, but they also wanted to earn a little extra money.

PHYSICAL DISABILITY

In approximately 10 per cent of the homes the home workers were persons incapacitated by reason of physical disability for regular factory work. More than half of this group were persons who were too old to stand the strain of regular jobs, but who had always been accustomed to work and who welcomed the opportunity through home work for occupation as well as for earning. A considerable number reported that they were doing home work because they were in poor health and could not stand a full-time regular job. A few of these were persons recuperating from a severe illness or operation and who expected to go back to their regular jobs as soon as they were strong enough. Useful occupation and at least partial support was made possible for a small number of cripples who were unable to leave their homes to work. A few persons suffering from deafness, blindness, and in a few cases mental deficiency, were thus incapacitated for regular jobs, but were quite able to assume some of the simpler tasks on home work.

Home work for this group of workers offers not only a means of earning much needed money, but also the occupation of mind and body which is so essential for the happiness and the proper adjustment of the physically unfit. On the other hand the proportion of home workers coming under this category was so small as to be practically negligible in a consideration of home workers as a whole.

MISCELLANEOUS

A few persons gave other reasons for home work, such as inability to secure a job or as a means of filling in spare time. Occasionally women who had little neighborhood stores took home work to do in the intervals when they were not busy waiting on trade. Women sometimes did home work because they did not speak English well and felt they could not get along in a factory or shop.

CONCLUSION

Employers' and home workers' reasons for industrial home work, alike, are fundamentally economic ones. Next to the economic causes, custom probably is the most important factor that influences the carrying on of this tradition of industry in the home. The system is firmly established in many Pennsylvania communities and unquestionably could not be abolished abruptly without considerable hardship to both employer and home worker. But it would appear, in this day of factory specialization and machine production, that it might behoove the employer to take stock of his manufacturing methods in order to determine whether or not home work is the best and most economical means of production, and whether part-time factory jobs might not very well be provided as an alternative to home work for women whose family cares require a certain part of their time to be spent in the home. Such procedure might very well result in the centralization of production in the factory with profit to employer and employe alike.

AN IMPORTANT DECISION OF THE SUPREME COURT IN A WORKMEN'S COMPENSATION CASE

Due to the interest manifested in the case of John Gallivan vs. Wark Company, Philadelphia, filed January 24, 1927, and the importance of its bearing on the workmen's compensation law, a digest of the decision of the Supreme Court of Pennsylvania is printed in this issue. The decision is quite lengthy, and for that reason is not printed in full.

John Gallivan was employed by the Gow Company, which company was doing the excavation work for a large building as a sub-contractor under the Wark Company. While attending to his duties, in his employment and engaged in drawing gasoline from a drum stored on the premises, an explosion occurred causing various severe injuries, and resulting in permanent incapacity to labor.

The Wark Company, the principal contractor, rejected the Workmen's Compensation Act as to employees of the Gow Company, or sub-contractor, by serving the notice provided in Section 302 (b) of the Workmen's Compensation Act of 1915, P. L. 736. The Gow Company protected its employees by taking out compensation insurance, and after the accident the injured employee applied for and secured compensation as an employee of the Gow Company, and later, the injured employee brought suit against the Wark Company in the Court of Common Pleas in Philadelphia County, claiming that his injury was due to the negligence of the Wark Company, and obtained a judgment, from which an appeal was taken to the Supreme Court of Pennsylvania.

On this appeal the principal contention of the appellant was that there could be no recovery by an employee who had received compensation under Article III of the Workmen's Compensation Act against a third person whom the act made liable to him in the same manner and to the same extent as his actual employer. This contention was based on the terms of Section 203 which reads as follows:

> "An employer who permits the entry upon premises occupied by him or under his control, of a laborer or an assistant hired by an employe or contractor, for the performance upon such premises of a part of the employer's regular business entrusted to such employe or contractor shall be liable to such laborer or assistant in the same manner and to the same extent as his own employe."

After a lengthy discussion of Sections 201, 203, 302, and 303 of the Workmen's Compensation Act of 1915, the Supreme Court reaches the following conclusion:

> "We now reach the situation covered by the facts in this case. What we have said above, although lengthy, serves to illuminate the discussion which follows. Under 302 (b), the statutory employer, who is the principal contractor, rejects elective compensation under Article III. The sub-contractor, contractual employer, by his silence, accepts Article III, takes out insurance and actually pays or secures payment to his employee.
> As previously discussed, where both the statutory employer and the sub-contractor reject Article III, the right of action against the statutory employer under Article II is still in effect. But, when the sub-contractor does all that the statutory employer was required to do under the Act, a very different question presents itself. The sole reason for bringing the statutory employer into the Act was to make certain that the legislative purpose of securing adjusted compensation would be accomplished. The statutory employer has voluntarily withdrawn from Article III. He has publicly stated that he would not pay elective compensation to the employees of the sub-contractor. He thus withdrew from the most essential feature of the Act. What hold it may have had on him is negligible; while real, the probabilities of its being called into action are remote. The act of the sub-contractor in paying or securing payment of elective compensation under Article III completely severs the statutory employer's connection with the Act. It leaves this appellant as it found him, his common law standing unaffected, and unimpaired by the Compensation Act. This is the logical conclusion, and, in our judgment, the common sense view."

In substance the decision of the Court means that where a principal contractor rejects the Workmen's Compensation Act by serving a notice provided in Section 302 (b), the sub-contractor complies with the provisions of Article III and pays compensation; then the principal contractor is liable for any negligence on his part under the Common Law.

The Court further states in its opinion.

> "But compensation under Article III of the Act is one thing and damages at Common Law quite another; the latter includes the former, but the former never the latter, unless Article III is accepted. Elective compensation is based on a moderate and definite scale. It comprehends the loss of earning power, having regard to wages, paid theretofore, and to the character and duration of the disability. It does not include compensation for pain and suffering, or for expenses incident to illness except as the Act provides. By withdrawing from the Act, these elements of damage are kept alive. It would be manifestly unfair to hold that he might reject the liability imposed by Article III, avoid the consequences of elective compensation, and then avoid liability for all other elements of damage, simply because Section 203 designates him as an employer with a sub-contractor, doing the very act that Section provided for, and carrying the entire burden that has resulted from the statutory employer's own negligence."

After a brief discussion on the effect of Section 303 as applied to the case, the Court sums up its opinion in the following statement of principles:

> "To repeat, the statutory employer is out of the Act for the following reasons. (1) He voluntarily withdrew from the scheme of elective compensation under Article III through which he might have been protected. (2) The statute has been satisfied by the payment of compensation by the contractual employer. The sub-contractor does the thing, the accomplishment of which was the sole purpose for bringing the principal contractor in the Act, when he pays the "liability to such laborer or assistant in the same manner and to the same extent (as the principal employer pays) his own employees." (3) The necessity for Section 203 no longer exists. (4) The principal contractor is not an employer, under these conditions, to whom Section 201 applies. (5) Section 303 was not intended to cover those who reject elective compensation or Article III."

EMPLOYMENT STATISTICS FOR THE UNITED STATES

By Ralph G. Hurlin and William A. Berridge

A Review

By William J. Maguire

Director, Bureau of Statistics

A long step toward obtaining a real measure of national employment will have been taken if the recommendations of the American Statistical Association, as set forth by the Committee on Governmental Labor Statistics in its book "Employment Statistics for the United States," are universally adopted and put into practice. On the Committee that compiled the book are represented leading federal and state bureaus collecting employment statistics, research bureaus interpreting them, and business and labor organizations using them. The book was edited for the committee by a sub-committee composed of Mr. Ralph G. Hurlin, Director of the Department of Statistics, Russell Sage Foundation; and Mr. William A. Berridge, Associate Professor of Economics at Brown University. The book is published by the Russell Sage Foundation, New York City.

This book tells very clearly just what statistics of employment are available, weighs each type very carefully, and shows the superior merit of payroll statistics. Moreover, it demonstrates very practically how adequate, representative, and comparable payroll employment statistics may be secured on a national scale.

While the book is designed primarily as a non-technical manual for the guidance of those using, contributing, or collecting payroll statistics, it provides an excellent summary of available employment records and suggests possible uses of employment statistics that are worthy of the careful consideration of all government, business, and labor executives.

The book is divided into two parts. Chapter I, of Part I, narrates briefly the history of national employment statistics and explains fully the plans and purposes of the Committee. Chapter II, of Part I, reviews the practical utility of all forms of employment data and emphasizes the merits of payroll statistics. Part II is devoted to a full explanation of the prevalent practices used in the collection, tabulation, and publication of payroll data, and suggests many improvements. Methods of collection of employment statistics for factory and non-factory industries are discussed and the need of a standard classification of industries is shown. The committee recommends the adoption of the census terminology and method of classifying establishments in unit industries. The committee proposes an industry classification which differs somewhat in major groupings but follows generally the Census Bureau classifications.

Clear and concise methods of computing monthly indexes of employment and earnings are explained and their practical application is demonstrated.

A comprehensive appendix provides samples of all forms needed by any agency beginning the compilation of payroll employment data.

Readers of "Labor and Industry" who are interested in measuring employment in their establishments with state, national, or industry levels will find that this book, "Employment Statistics for the United States," explains very clearly why satisfactory measures of employment are not available, what obstacles must be overcome before they can be made available, and how individual industrial establishments can help to provide them by furnishing proper employment reports.

DEPARTMENTAL NOTES

At the direction of Secretary Waters, S. S. Riddle, Director of the Bureau of Rehabilitation, attended the National Conference on Rehabilitation at Memphis, Tennessee, March 28-31. The conference was called by the Federal Board for Vocational Education, which supervises the expenditure of federal rehabilitation funds in forty states, including Pennsylvania, and from which states, workers in rehabilitation attended the conference. The National Rehabilitation Association, of which S. S. Riddle is a former president, and at present a member of the executive committee, met in conjunction with the conference called by the Federal Board for Vocational Education.

David England Weaver died Friday, March fourth, in the seventy-ninth year of his age, at his home in Carrick, Pittsburgh, after an illness of six weeks.

Mr. Weaver was born at Steubenville, Ohio, December 9, 1848. He served in the Legislature of the Commonwealth of Pennsylvania from 1889 to 1896 as a member of the House of Representatives. In May, 1903, he became a member of the Department of Factory Inspection, continuing his services when that Department was merged into the Department of Labor and Industry. For twenty years he was an inspector, advancing to Acting Supervising Inspector in the Pittsburgh Division, and in May, 1926, to Associate Supervising Inspector, which latter position he held to the time of his death.

"Uncle Dave," as he was familiarly called by his associates, was a veteran in the Bureau of Inspection, rounding out a long and honorable public career. His death is deeply mourned by those who knew him.

Frank A. Hess, adjuster of the Bureau of Rehabilitation, has been appointed workmen's compensation referee. Mr. Hess is at present an auxiliary referee with office at Dubois.

David B. Johns, of Crafton, has been appointed workmen's compensation referee for compensation district No. 8, with offices in the Fulton Building, Pittsburgh. Mr. Johns succeeds Charles P. Pearson whose term expired January 18, 1927.

John R. Keefer, of Monessen, was appointed workmen's compensation referee for the 10th compensation district, comprising Westmoreland, Fayette, Somerset, Cambria, Indiana, Armstrong, and Jefferson Counties. Mr. Keefer has opened offices in rooms 608-609 First National Bank Building, Greensburg.

Harvey B. Lutz, of Lancaster, was appointed workmen's compensation referee for compensation district No. 4, comprising Lancaster, York, Adams, Franklin, Cumberland, Perry, Dauphin, and Lebanon Counties. Mr. Lutz succeeds Chester W. Cummings who died August 11, 1923, since which time there has been a vacancy in this district.

Major Edward P. Mackey, of Williamsport, was appointed workmen's compensation referee for the 5th compensation district, comprising Lycoming, Union, Snyder, Sullivan, Bradford, Tioga, Potter, Cameron, and Clinton Counties. Mr. Mackey succeeds W. W. Champion, of Montoursville, who has been referee for this district since December, 1915.

Herman H. Mattmann, of Philadelphia, was appointed workmen's compensation referee in district No. 1, with offices in the Manhattan Building, Philadelphia. Mr. Mattmann succeeds Harold A. Shertz whose term expired January 18, 1927.

REVIEW OF INDUSTRIAL STATISTICS

Prepared By

The Bureau of Statistics

The Labor Market

Reports from state employment offices for February, 1927, show that the ratio of applicants to available jobs dropped from 253 to 100 for January, and to 248 to 100 for February. This indicates some slight improvement in the condition of unemployment which has been causing some real concern in recent months. The ratio of applicants to jobs for February, 1926, was 162 to 100, indicating an increase in unemployment of 35 per cent over last year. A total of 6,949 men and 4,076 women applied for work during the month of February, 1927

Placements for February were only 31 less than in January, but were 1,935, or 34 per cent, below the total for February, 1926. In February, 1927, there were 292 applicants to every 100 placements; in January, 1927, 293; and in February, 1926, 180.

An excess supply of workers in all lines was reported by state employment offices located in 14 of the larger industrial cities of the state. The surplus was particularly evident in the cities of Allentown, Harrisburg, Philadelphia, Pittsburgh, Reading, and Scranton. In Pittsburgh there were 4 workers available for every job open, in Philadelphia the ratio was 3 to 1, and in Scranton 2 to 1.

Construction, manufacturing, and transportation were the industries in which much of the excess labor supply existed. The demand for common labor was exceptionally slow. Spring activity in the construction industry with many large contracts awarded or in prospect should help relieve the unemployment situation considerably. Whether the recent employment reductions in manufacturing and transportation are of a temporary or permanent nature is not apparent.

EMPLOYMENT, WAGES, AND HOURS WORKED

Factory employment, which has been exhibiting a gradual decline since last October, presented a firmer aspect in February and showed a gain of 0.2 per cent over January. Weekly earnings also were much better than in January showing an increase of 4.2 per cent. This information is based on reports from 830 establishments engaged in 39 lines of manufacture.

In order to supplement the employment and wage data shown by total employment and total wage payments, a question asking for total man hours worked during the payroll period was added to the questionnaire used by firms in reporting jointly to the Philadelphia Federal Reserve Bank and the Department of Labor and Industry. Out of a total of 867 reporting firms it was found that 457, or more than 50 per cent, could report man hours. These figures for January and February are shown in the accompanying table. The increase of 4.2 per cent in man hours worked during February over January, as shown for the smaller group of reporting firms, serves to verify and explain the identical percentage increase in weekly earnings for the larger group. The average hourly wage as calculated from the man hours reported is shown to be $.577 for February compared to $.575 for January.

Analysis of the employment reports for individual industries shows a few important changes.

Employment in automobile plants which had been declining steadily for 10 months showed a gain of 3.4 per cent in February. Electrical machinery and apparatus registered a further employment decline of 7.6 per cent. Smaller forces were reported by nearly all firms in this group. Heating appliances and apparatus showed substantially increased earnings. These increases were due to the employment of many skilled mechanics after temporary lay-offs and to a considerable increase in working time. The hardware and miscellaneous groups also showed increased earnings due in a large measure to increased operating time.

In the textile group, the silk-goods industry showed a further decrease in number of employes but earnings were decidedly better than in January. These larger earnings were the result of a return to full-time operation in many plants after a very slack month in January. Some overtime for silk mills in the Philadelphia area was reported. Dye works also reported greatly improved business.

Firms manufacturing building materials, especially plate glass, reported favorable business. Brick and cement manufacture should show improvement soon in view of the many large building programs for this year.

Employment in the construction industry showed a further decline in February, 1927, of 13.2 per cent. This corresponds very closely to the decrease in February, 1926, which was 13.3 per cent. The total volume of employment in the construction industry, however, is shown to be 19 per cent lower than employment in February, 1926, according to the Department's index.

The building construction industry shows little change from January. General construction operations show the effect of snows and cold weather. Increased earnings in the street and highway group are due to the employment of skilled mechanics to overhaul and repair equipment.

An increased volume of business in the petroleum refining industry was reflected by the increased earnings.

The furniture industry showed a seasonal decline in employment that was noticeable in nearly all establishments.

Leather findings, boots and shoes, and rubber tires and goods showed considerable improvement in earnings.

INDUSTRIAL ACCIDENTS AND COMPENSATION COSTS

During February, 1927, the Bureau of Workmen's Compensation received reports of 185 fatal and 13,101 non-fatal accidents occurring to workmen in Pennsylvania during the course of their employment. Compared to January, this is an increase of 12 fatal accidents and a reduction of 1,396 non-fatal accidents. A large part of this 9.6 per cent decrease in non-fatal accidents is due to the fewer number of working days in February compared to January. In 1926, the February total of non-fatal accidents was 7.5 per cent below January. The accident record for the first two months of 1927 compared to the record for the same period of 1926 shows an increase in 1927 of 59 fatal accidents and 2,825 non-fatal accidents, gains of 19.7 per cent and 10.2 per cent, respectively. These increases, a part of the fatal and all of the non-fatal, are in the anthracite coal mining industry. The strike in the anthracite industry which began September 1, 1925, was terminated on February 17, 1926, and a few weeks elapsed following the settlement before mining actually was resumed. The anthracite industry normally reports approximately 25 fatal and 3,000 non-fatal accidents per month. Beginning with the March report, the monthly accident totals for all industries should conform more closely to those of last year because the suspension as a distributing factor in comparisons will have been eliminated and the general industrial complexion should be very similar.

The coal mining industries reported a total of 82 fatal accidents during February. This is exactly double the number of fatalities reported for all manufacturing industries combined. The anthracite industry reported 44 accidental deaths in February, while 38 were reported from the bituminous fields. This is an increase over January of 13 for anthracite mines and 8 for bituminous mines. The other 102 fatalities reported during February were distributed industrially as follows: construction and contracting 25, manufacturing 41, quarries 3, transportation 19, public utilities 2, trading establishments 4, state and municipal 4, and miscellaneous 5. The low total of fatalities in the construction industry reflects the inactivity in that industry during winter months. The death rate reported for manufacturing is about normal although higher than for January. Eighteen of the fatalities in this group were charged to the metal industry. The greatest improvement over January is shown for the transportation industry and the state and municipal group. The former cut its fatal total from 29 in January to 19 in February, and the latter group from 12 in January to 4 in February.

Cause classifications of the 184 fatal accidents show that falling objects, cars and engines, and falls of persons, in the order named, were the leading causes of mishaps that resulted in death. Falling objects were the cause of 57 fatalities, most of them in the coal mining industry. Cars and engines were more hazardous in the mining industry than in public service. Out of the total of 37 deaths attributed to this cause, 15 were in the transportation industry and 16 in the coal mining industry. Falls of persons, the third highest cause of deaths, showed 12 in the construction industry, 4 in manufacturing, and 3 in wholesale or retail stores. Twelve persons were killed by motor vehicles and 8 by power machinery.

Compensation agreements were approved in 4,531 cases during February, 1927, involving awards totaling $1,097,268. This amount was made up as follows:

Fatal cases	$ 504,421
Permanent disability cases	374,696
Temporary disability cases	218,151

The awards in permanent disability cases in February were nearly $164,000 greater than in January. This is caused by the increased number of awards for the loss of legs, hands, feet, eyes, and fingers. Awards in February for each of the groups named were made in twice the number of cases shown for January.

Eye loss cases for January and February are 40 per cent higher than for the first two months of last year.

REPORT OF ACTIVITIES OF STATE EMPLOYMENT OFFICES FOR THE MONTH OF FEBRUARY, 1927.

INDUSTRIES	Persons applying for positions			Persons receiving positions		
	TOTAL	MEN	WOMEN	TOTAL	MEN	WOMEN
GRAND TOTAL	11,025	6,949	4,076	3,772	2,572	1,200
Total: Industrial group[1] (skilled)	3,705	2,410	1,295	1,001	745	256
Building and construction	560	560	----------	140	140	----------
Shipbuilding	17	17	----------	10	10	----------
Chemicals and allied products	3	2	1	1	1	----------
Clay, glass and stone products	1	1	----------	1	1	----------
Clothing	41	4	37	10	2	8
Textiles	96	45	51	22	18	4
Food and kindred products	65	14	51	19	7	12
Leather, rubber and composition goods	36	31	5	17	14	3
Lumber, woodwork and furniture	19	13	6	6	6	----------
Paper and printing	15	8	7	21	3	18
Metals and metal products	858	826	32	333	333	----------
Mines and quarries	53	53	----------	26	26	----------
Transportation and public utilities	420	333	87	83	79	4
Hotels and restaurants	227	63	164	57	16	41
Wholesale and retail trade	298	63	235	55	8	47
Miscellaneous	996	377	619	200	81	119
Total: Other groups	7,320	4,539	2,781	2,771	1,827	944
Professional and technical	620	364	256	147	97	50
Agricultural	15	14	1	11	11	----------
Semi-skilled	2,093	790	1,303	589	197	392
Unskilled	3,392	3,169	223	1,345	1,295	50
Casual and day workers[2]	1,200	202	998	679	227	452
January, 1927	11,151	7,312	3,839	3,803	2,506	1,297
December, 1926	11,811	8,205	3,606	5,452	3,882	1,570
November, 1926	11,924	7,726	4,198	6,910	5,090	1,820
February, 1926	10,248	6,885	3,363	5,707	4,233	1,474
February, 1925	9,786	6,654	3,132	4,387	3,284	1,103
February, 1924	12,426	10,039	2,387	6,453	5,458	995
Per cent of applicants placed, February, 1927	34.	37.	29.	----------	----------	----------

[1] New classification adopted, July 1, 1926.

[2] The placement of each casual and day worker is recorded for only one placement per week.

EMPLOYMENT AND WAGES IN PENNSYLVANIA

Group and Industry	No. of Plants Reporting	Number of Wage Earners Week Ended			Total Weekly Wages Week Ended			Average Weekly Earnings Week Ended		
		Feb. 15 1927	Jan. 15 1927	Per cent change	Feb. 15 1927	Jan. 15 1927	Per cent change	Feb. 15 1927	Jan. 15 1927	Per cent change
ALL INDUSTRIES (42)	867	291,989	291,438	+0.2	$7,837,195	$7,507,558	+4.4	$26,84	$25.76	+4.2
Metal manufactures:	292	156,712	154,831	+1.2	4,584,471	4,333,351	+5.8	29.25	27.99	+4.5
Automobiles, bodies, and parts	20	12,265	11,866	+3.4	361,705	332,122	+8.9	29.49	27.99	+5.4
Car construction and repairing	20	22,616	21,410	+5.6	679,323	638,226	+6.4	30.04	29.81	+0.8
Electrical machinery and apparatus	18	7,414	8,025	—7.6	182,847	188,351	—2.9	24.66	23.47	+5.1
Engines, machines, and machine tools	39	11,739	11,642	+0.8	355,967	346,232	+2.8	30.32	29.74	+2.0
Foundries and machine shops	58	8,873	9,008	—1.5	271,280	263,762	+2.9	30.57	29.28	+4.4
Heating appliances and apparatus	16	4,049	3,865	+4.8	122,083	107,696	+13.4	30.15	27.86	+8.2
Iron and steel blast furnaces	12	13,756	13,759	—0.0	394,945	390,196	+1.2	28.71	28.36	+1.2
Iron and steel forgings	11	3,045	3,160	—3.6	81,860	77,754	+5.3	26.88	24.61	+9.2
Steel works and rolling mills	36	40,802	40,324	+1.2	1,218,539	1,133,283	+7.5	29.86	28.10	+6.3
Structural iron works	17	4,584	4,615	—0.7	129,854	120,601	+7.7	28.33	26.13	+8.4
Miscellaneous iron and steel products	25	19,079	18,579	+2.7	553,157	509,981	+8.5	28.99	27.45	+5.6
Shipbuilding	3	5,899	5,992	—1.6	164,470	161,550	+1.8	27.88	26.96	+3.4
Hardware	8	1,753	1,740	+0.7	47,050	42,999	+9.4	26.84	24.71	+8.6
Non-ferrous metals	9	838	846	—0.9	21,391	20,598	+3.8	25.53	24.35	+4.8
Textile products:	164	53,127	54,245	—2.1	1,198,523	1,156,270	+3.7	22.56	21.32	+5.8
Carpets and rugs	8	2,287	2,292	—0.2	60,799	59,010	+3.0	26.58	25.75	+3.2
Clothing	32	5,254	5,190	+1.2	99,909	101,271	—1.3	19.02	19.51	—2.5
Hats, felt and other	5	4,482	4,452	+0.7	120,975	114,327	+5.8	26.99	25.68	+5.1
Cotton goods	16	4,612	4,661	—1.1	116,774	107,857	+8.3	25.32	23.14	+9.4
Silk goods	42	17,888	19,130	—6.5	343,165	331,717		19.18	17.34	+10.6
Woolens and worsteds	14	5,044	5,067	—0.5	117,346	120,747	—2.8	23.26	23.83	—2.4
Knit goods and hosiery	38	11,828	11,780	+0.4	290,620	276,057	+5.3	24.57	23.43	+4.9
Dyeing and finishing textiles	9	1,732	1,673	+3.5	48,935	45,284	+8.1	28.25	27.07	+4.4

EMPLOYMENT AND WAGES IN PENNSYLVANIA—Continued

Group and Industry	No. of Reporting Plants	Total Weekly Man-Hours Week Ended			Average Hourly Wages Week Ended		
		Feb. 15 1927	Jan. 15 1927	Per cent change	Feb. 15 1927	Jan. 15 1927	Per cent change
ALL INDUSTRIES (42)	457	7,604,871	7,301,315	+4.2	$.577	$.575	+0.3
Metal manufactures:	201	5,233,609	4,977,293	+5.1	.602	.604	—0.3
Automobiles, bodies, and parts	14	517,191	481,326	+13.7	.584	.602	—3.0
Car construction and repairing	14	379,860	373,100	+1.8	.614	.616	—0.3
Electrical machinery and apparatus	11	186,915	191,186	—2.2	.515	.522	—1.3
Engines, machines, and machine tools	31	514,903	507,181	+1.5	.603	.600	+0.5
Foundries and machine shops	44	351,357	347,448	+1.1	.614	.606	+1.3
Heating appliances and apparatus	5	76,911	70,159	+9.6	.597	.601	—0.7
Iron and steel blast furnaces	8	428,085	414,188	+3.4	.590	.588	+0.3
Iron and steel forgings	7	69,359	74,026	—6.3	.660	.629	+4.9
Steel works and rolling mills	21	1,729,072	1,622,709	+6.6	.612	.612	0
Structural iron works	10	82,125	80,070	+2.6	.594	.587	+1.2
Miscellaneous iron and steel products	17	514,879	476,316	+8.1	.603	.606	—0.5
Shipbuilding	3	255,868	218,510	+3.0	.643	.650	—1.1
Hardware	6	57,695	51,121	+6.6	.537	.515	—1.5
Non-ferrous metals	7	38,699	36,910	+4.8	.514	.520	—1.2
Textile products:	67	974,802	965,525	+1.0	.497	.488	+1.8
Carpets and rugs	3	76,138	75,951	+0.2	.521	.514	+1.4
Clothing	0	15,449	14,147	+9.2	.502	.479	+4.8
Hats, felt and other	----------	----------	----------	----------	----------	----------	----------
Cotton goods	11	91,106	86,019	+5.9	.479	.475	+0.8
Silk goods	20	398,359	411,626	—3.2	.402	.399	+0.8
Woolens and worsteds	9	141,876	150,137	—5.5	.476	.455	+4.6
Knit goods and hosiery	14	226,315	206,227	+9.7	.669	.678	—1.3
Dyeing and finishing textiles	4	25,559	21,425	+19.3	.566	.591	—4.2

EMPLOYMENT AND WAGES IN PENNSYLVANIA—Continued

Group and Industry	No. of Plants Reporting	Number of Wage Earners Week Ended			Total Weekly Wages Week Ended			Average Weekly Earnings Week Ended		
		Feb. 15 1927	Jan. 15 1927	Per cent change	Feb. 15 1927	Jan. 15 1927	Per cent change	Feb. 15 1927	Jan. 15 1927	Per cent change
FOODS AND TOBACCO:	111	23,958	23,578	+ 1.6	$490,375	$487,281	+ 0.6	$20.47	$20.67	— 1.0
Bakeries	36	4,750	4,679	+ 1.5	135,237	134,620	+ 0.5	28.47	28.77	— 1.0
Confectionery and ice cream	23	5,563	5,703	— 2.5	127,185	123,684	+ 2.8	22,86	21.69	+ 5.4
Slaughtering and meat packing	13	2,042	2,074	— 1.5	57,787	60,398	— 4.3	28.30	29.12	— 2.8
Cigars and tobacco	39	11,603	11,122	+ 4.3	170,166	168,579	+ 0.9	14.67	15.16	— 3.2
BUILDING MATERIALS:	68	19,540	19,352	+ 1.0	551,497	524,939	+ 5.1	28.22	27.13	+ 4.0
Brick, tile and terra cotta products	27	4,044	4,099	— 1.3	106,074	99,652	+ 6.4	26.23	24.31	+ 7.9
Cement	14	7,127	7,516	— 5.2	220,828	219,200	+ 0.7	30.98	29.16	+ 6.2
Glass	23	7,492	6,932	+ 8.1	200,411	183,812	+ 9.0	26.75	26.52	+ 0.9
Pottery	4	877	805	+ 8.9	24,184	22,275	+ 8.5	27.58	27.67	— 0.3
CONSTRUCTION AND CONTRACTING:	37	3,224	3,715	—13.2	90,977	106.759	—14.8	22.02	28.74	—23.4
Buildings	20	1,082	1,108	— 2.3	34,081	35,886	— 5.0	31.50	32.39	— 2.7
Street and highway	3	51	69	— 2.6	1,624	1,848	—12.1	31.84	26.78	+18.9
General	14	2,091	2,538	—17.6	55,272	69,025	—19.9	26.43	27.20	— 2.5
CHEMICALS AND ALLIED PRODUCTS.	39	9,752	9,865	— 1.1	279,058	264,877	+ 5.4	28.62	26.85	+ 6.6
Chemicals and drugs	22	1,378	1,327	+ 3.8	36,946	36,162	+ 2.2	26,81	27.25	— 1.6
Explosives	3	566	608	— 6.9	15,197	14,643	+ 3.8	26.85	24.08	+11.5
Paints and varnishes	9	1,002	1,010	— 0.8	27,807	27,221	+ 2.2	27.75	26.95	+ 3.0
Petroleum refining	5	6,806	6,920	— 1.6	199,108	186,851	+ 6.6	29.25	27.00	+ 8.3
MISCELLANEOUS INDUSTRIES:	156	25,676	25,852	— 0.7	642,294	634,081	+ 1.3	25.02	24.53	+ 2.0
Lumber and planing mill products	28	3,934	3,920	+ 0.4	86,196	83,727	+ 2.9	21.91	21.36	+ 2.6
Furniture	20	1,901	2,067	— 8.0	44,366	47,597	— 6.8	23.34	23.03	+ 1.3
Leather tanning	17	5,736	5,793	— 1.0	149,415	149,190	+ 0.2	26.05	25.75	+ 1.2
Leather products	8	621	546	+13.7	12,718	11,461	+11.0	20.48	20.99	— 2.4
Boots and shoes	23	4,085	3,908	+ 4.5	79.719	71,044	+12.2	19.52	18.18	+ 7.4
Paper and pulp products,	18	3,532	3,630	— 2.7	85,180	87,306	— 2.1	24.20	24.05	+ 0.6
Printing and publishing	36	3,696	3,753	— 1.5	127,971	129,159	— 0.9	34.62	34.41	+ 0.6
Rubber tires and goods	3	821	784	+ 4.7	24,688	22,648	+ 9.0	30,07	28,89	+ 4.1
Novelties and jewelry	3	1,350	1,451	— 7.0	31,741	31,949	— 0.7	23.51	22.02	+ 6.8

EMPLOYMENT AND WAGES IN PENNSYLVANIA—Continued

Group and Industry	No. of Plants Reporting	Total Weekly Man-Hours Week Ended			Average Hourly Wages Week Ended		
		Feb. 15 1927	Jan. 15 1927	Per cent change	Feb. 15 1927	Jan. 15 1927	Per cent change
FOODS AND TOBACCO:	50	303,145	296,977	+ 2.1	$.516	$.505	+ 2.2
Bakeries	23	99,723	98,562	+ 1.2	.495	.496	— 0.2
Confectionery and ice cream	13	134,636	126,695	+ 6.3	.524	.497	+ 5.4
Slaughtering and meat packing	9	62,186	64,915	— 4.2	.541	.542	— 0.2
Cigars and tobacco	5	6,600	6,805	— 3.0	.432	.424	+ 1.9
BUILDING MATERIALS:	30	528,009	496,977	+ 6.2	.558	.556	+ 0.4
Brick, tile and terra cotta products	7	49,587	49,252	+ 0.7	.529	.514	+ 2.9
Cement	8	246,303	220.405	+ 6.9	.512	.520	— 1.5
Glass	11	191,630	179,264	+ 3.9	.615	.608	+ 1.2
Pottery	4	40,489	38,056	+ 6.4	.597	.585	+ 2.1
CONSTRUCTION AND CONTRACTING:	30	101,675	120,250	—15.4	.716	.715	+ 0.1
Buildings	17	35,051	37,070	— 5.4	.802	.789	+1.6
Street and highway	3	2,052	2,499	—17.9	.791	.740	+ 6.9
General	10	64,572	80,681	—20.0	.667	.683	— 2.3
CHEMICALS AND ALLIED PRODUCTS:	16	88,745	86,988	+ 2.0	.526	.527	— 0.2
Chemicals and drugs	11	46,429	46,484	— 0.1	.500	.504	— 0.8
Explosives							
Paints and varnishes	5	42,316	40,504	+ 4.5	.554	.554	0
Petroleum refining							
MISCELLANEOUS INDUSTRIES:	93	477,161	477,545	— 0.1	.529	.524	+ 1.0
Lumber and planing mill products	19	48,828	48,924	— 0.2	.495	.495	0
Furniture	16	63,460	71,029	—10.7	.502	.495	+ 1.4
Leather tanning	8	93,328	88,091	+ 5.9	.536	.535	+ 0.2
Leather products	4	6,696	6,545	+ 2.3	.456	.481	— 5.2
Boots and shoes	10	77,863	72,512	+ 7.4	.383	.374	+ 2.4
Paper and pulp products	9	83,204	88,333	— 5.8	.515	.503	+ 2.4
Printing and publishing	24	61,711	63,395	— 2.7	.748	.731	+ 2.3
Rubber tires and goods	3	42,071	38,716	+ 8.7	.587	.585	+ 0.3
Novelties and jewelry							

Accidents Occurring During Course of Employment Reported to the Bureau of Workmen's Compensation

ACCIDENT REPORTS RECEIVED

1927	Fatal	Permanent Disability	Temporary Disability	Total
January	173	144	14,353	14,670
February,	184	154	12,947	13,285
March	----	----	----	----
April	----	----	----	----
May	----	----	----	----
June	----	----	----	----
1926				
January	150	138	12,677	12,965
February	149	123	11,835	12,107
March	185	202	15,404	15.791
April	145	143	14,106	14,394
May	172	165	14,356	14,693
June	163	142	15,091	15,396
Total—1926	2,135	1,904	176,380	180,419
*Grand total	27,178	8,456	1,871,508	1,907,142

AGREEMENTS APPROVED

1927	Fatal	Permanent Disability	Temporary Disability	Total
January	158	248	4,760	5,166
February	174	363	3,994	4,531
March	----	----	----	----
April	----	----	----	----
May	----	----	----	----
June	----	----	----	----
1926				
January	150	288	5,848	6,286
February	105	258	4,479	4,842
March	161	332	5,862	6,355
April	134	339	6,295	6,768
May	147	264	5,826	6,237
June	143	321	6,077	6,541
Total—1926	1,830	3,563	69,942	75,335
*Grand total	20,673	18,410	680,960	720,043

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*Since the inception of the Act—January 1, 1916.

ACCIDENTS OCCURRING DURING COURSE OF EMPLOYMENT REPORTED TO THE BUREAU OF WORK MEN'S COMPENSATION

Compiled from Records in the Bureau of Workmen's Compensation

COMPENSATION AWARDED AND PAID

	AWARDED					PAID			
1927	Total Compensation Awarded	Fatal Compensation Awarded	Permanent Disability Compensation Awarded	Temporary Disability Compensation Awarded	1927	Total Compensation Paid	Fatal Compensation Paid	Permanent Disability Compensation Paid	Temporary Disability Compensation Paid
January	$995,196	$528,084	$209,950	$257,162	January	$867,381	$331,075	$279,144	$257,162
February	1,097,268	504,421	374,696	218,151	February	746,916	279,197	249,568	218,151
March					March				
April					April				
May					May				
June					June				
1926					1926				
January	$1,043,269	$362,749	$288,235	$392,285	January	$962,679	$275,824	$294,570	$392,285
February	860,267	320,937	223,523	315,307	February	768,985	262,555	190,623	315,807
March	1,227,873	491,084	357,591	379,198	March	1,115,853	398,655	338,000	379,198
April	1,097,350	359,512	319,392	418,446	April	1,015,851	299,268	298,137	418,446
May	1,032,140	406,243	278,324	347,573	May	863,508	249,517	266,418	347,573
June	1,059,713	368,385	304,730	386,598	June	1,025,039	383,923	254,518	386,598
Total—1926	$12,979,641	$5,278,927	$3,384,399	$4,316,315	Total—1926	$11,037,688	$3,529,120	$3,192,253	$4,316,315
*Grand total	$113,914,359	$56,582,130	$22,724,465	$34,607,764	*Grand total	$75,292,255	$23,237,714	$17,446,877	$34,607,764

*Since the inception of the Act—January 1, 1916.

**PERMANENT INJURIES

1927	Loss of Legs		Loss of Arms		Loss of Hands		Loss of Feet		Loss of Eyes	
	No.	Amt. Awarded	No.	Amt. Awarded	No.	Amt. Awarded	No.	Amt. Awarded	No.	Amt. Awarded
January	10	$25,714	8	$20,640	13	$26,759	8	$14,708	34	$49,923
February	19	46,639	9	23,220	28	54,922	18	31,609	77	116,274
March	----	----	----	----	----	----	----	----	----	----
April	----	----	----	----	----	----	----	----	----	----
May	----	----	----	----	----	----	----	----	----	----
June	----	----	----	----	----	----	----	----	----	----
1926										
January	11	$28,475	3	$7,740	19	37,807	15	28,355	53	79,570
February	11	26,688	7	18,000	13	26,166	11	19,538	26	41,000
March	14	36,706	11	28,84	27	50,497	24	43,786	51	78,677
April	9	23,170	6	15,480	20	38,614	21	39,064	51	76,027
May	11	26,789	10	25,725	19	39,555	19	32,650	44	68,685
June	14	34,800	10	24,790	18	35,361	17	29,862	53	78,284
Total—1926	124	$311,378	83	$207,090	229	$458,088	192	$244,481	575	$870,732
*Grand total	1,137	$2,265,741	786	$1,716,497	2,509	$4,484,501	1,442	$2,338,556	6,126	$8,376,703

**PERMANENT INJURIES—(Continued)

1927	Loss of Fingers		Loss of Phalanges		Miscellaneous		Total	
	No.	Amt. Awarded	No.	Amt. Awarded	No.	Amt. Awarded	Amt. Awarded	Amt. Paid
January	98	$33,753	99	$19,164	15	$19,289	$200,950	$279,144
February	154	54,073	97	18,274	13	29,685	374,696	249,568
March								
April								
May								
June								
1926								
January	140	48,520	92	18,143	19	39,625	288,235	294,670
February	141	48,947	106	18,402	12	24,722	223,523	190,623
March	150	52,856	96	18,804	21	47,421	357,591	338,000
April	146	51,185	120	22,297	21	53,555	319,392	298,137
May	100	38,187	80	15,895	11	30,840	278,324	266,418
June	140	50,354	111	19,281	16	31,815	304,730	254,518
Total 1926	1,553	$537,332	1,286	$241,319	188	$413,979	$3,384,399	$3,192,253
*Grand total	4,393	$1,501,146	3,666	$685,488	484	$1,355,833	$22,724,465	$17,446,877

*Since the inception of the Act—January 1, 1916.
**Multiple losses separated respectively.

NOTE: The above table presents changes in a number of items from simlar tables previously published. The changes have been made as information received subsequent to the publication of former tables made such corrections necessary.

Accidents Occurring During Course of Employment Reported to the Bureau of Workmen's Compensation During February, 1927

Cause	Total of all Industries		Construction and Contracting						Coal Mining				Mining, Other Than Coal Mining, and Quarrying	
			Building Construction		Other Construction		Contracting		Anthracite Coal Mining		Bituminous Coal Mining			
	*F.	N. F.	F.	N. F.	F.	N. F.	F.	N. F.	F.	N. F.	F.	N. F.	F.	N. F.
TOTAL OF ALL CAUSES	184	13,101	10	588	5	228	9	280	44	2,131	38	2,301	3	197
Working machinery	8	1,074	------	20	------	9	------	9	------	25	1	109	------	9
Boilers and pressure apparatus	------	23	------	------	------	------	------	1	------	5	------	------	------	------
Pumps and prime movers	1	34	------	3	------	1	------	4	------	3	------	4	------	------
Transmission apparatus	5	44	------	------	------	------	------	1	1	12	------	20	------	------
Elevators and hoists	6	66	2	12	------	------	------	------	------	6	------	2	2	4
Cranes and derricks	2	207	------	12	------	12	------	17	------	8	------	8	------	2
Cars and engines	37	1,299	------	4	------	7	2	7	9	313	7	566	------	13
Motor vehicles	12	450	------	19	1	2	------	21	------	1	------	8	------	2
Other vehicles	2	93	------	1	------	2	1	7	------	2	------	3	------	------
Hand trucks	1	188	------	4	------	3	------	7	------	1	------	1	------	------
Water and air craft	2	14	------	------	------	1	2	6	------	------	------	2	------	------
Handling objects—by hand	5	2,638	1	143	------	51	------	68	------	375	2	286	------	63
Hand tools	2	1,177	------	56	------	20	------	22	------	228	------	272	------	23
Electricity	4	77	------	------	------	------	------	------	------	12	2	21	------	1
Explosive substances	10	170	------	8	------	4	------	6	5	73	1	24	------	1
Hot and corrosive substances	1	389	------	18	------	11	------	2	------	20	------	14	------	3
Falling abjects	57	1,861	1	50	1	20	------	37	27	535	22	681	------	42
Falls of persons	22	2,056	5	162	3	52	4	43	1	276	------	141	1	21
Stepping upon or striking abainst objects	3	774	------	60	------	22	------	19	1	143	1	87	------	6
Miscellaneous	4	467	1	16	------	11	------	3	------	93	2	52	------	7

*F.=Fatal. N. F.=Non-Fatal.

Accidents Occurring During Course of Employment Reported to the Bureau of Workmen's Compensation During February, 1927—Continued

Cause	Manufacturing																	
	Total of Manufacturing Industries		Chemicals and Allied Products		Clay, Glass and Stone Products		Clothing		Food and Kindred Products		Leather, Rubber and Composition Goods		Lumber, Wood and Their Products		Paper and Paper Products and Printing and Publishing		Textiles	
	*F.	N. F.	F.	N. F.	F.	N. F.	F.	N. F.	F.	N. F.	F.	N. F.	F.	N. F.	F.	N. F.	F.	N. F.
TOTAL OF ALL CAUSES	41	4,920	6	242	5	344	1	136	3	378	2	139	4	374	1	222	1	231
Working machinery	7	814		13	2	18		48		33	1	29	1	114		58	1	77
Boilers and pressure apparatus		11														1		
Pumps and prime movers	1	10		4	1	1				1								
Transmission apparatus	4	9		1		1			1		1		1			4		
Elevators and hoists	1	29	1	1				3		7		1		2		1		3
Cranes and derricks	2	132		10		3				3		1		2		3		
Cars and engines	4	119		3		16		1		3				3		1		1
Motar vehicles	3	158	2	15		3		4		33		1		8	1	6		2
Other vehicles		37		2		3				18				11		2		1
Hand trucks		132		2		19		3		5		7		4		15		7
Water and air craft		1		1														
Handling objects—by hand	2	1,220		59		110		28	1	89		32		77		45		34
Hand tools	2	403		16		25		9		32		5		46		11		13
Electricity	1	26		1		3			1			2				1		
Explosive substances	4	38	1	8		4		1				1		1		3		
Hot and corrosive substances	1	246	1	24		14		1		11		11		3		4		6
Falling objects	5	384		10	1	35		1		18		7	2	30		10		9
Falls of persons	4	716	1	43	1	48	1	27		89		26		47		37		41
Stepping upon or striking against objects		282		13		23		9		23		10		18		13		31
Miscellaneous		155		14		18		1		13		6		8		7		6

F.=Fatal. N. F.=Non-Fatal

Accidents Occurring During Course of Employment Reported to the Bureau of Workmen's Compensation During February, 1927—Continued

Cause	Manufacturing—Continued															
	Metals and Metal Products														Other	
	Total		Blast Furnaces and Steel Works		Rolling Mills		Foundries and Machine Shops		Fabrication		Car Repair Shops		Automobile Service Stations			
	*F.	N. F.	F.	N. F.	F.	N. F.	F.	N. F.	F.	N. F.	F.	N. F.	F.	N. F.	F.	N. F.
TOTAL OF ALL CAUSES	18	2,773	2	139	12	481	3	531		961		499		162	1	81
Working machinery	2	398		8	2	60		96		203		25		6		20
Boilers and pressure apparatus		8				2		2		4						
Pumps and prime movers		4				1		1		1		1				
Transmission apparatus	1	3		1	1	1		1								
Elevators and hoists		10				1		2		3		2		2		1
Cranes and derricks	2	109	1	8	1	29		28		28		14		2		1
Cars and engines	4	90	1	9	3	10		6		4		61				1
Motor vehicles		86		1		6		7		19		7		46		
Other vehicles																
Hand trucks		68		4		14		13		30		7				2
Water and air craft																
Handling objects—by hand	1	725		31		138	1	149		271		111		25		21
Hand tools	2	243		13	1	40	1	35		84		54		17		3
Electricity		19				4				14		1				
Explosive substances	3	18			1	1	1	8		5				4	1	
Hot and corrosive substances		168		25		25		53		34		24		7		4
Falling objects	2	262		9	2	59		40		92		56		6		2
Falls of persons	1	345		19	1	52		48		85		107		34		13
Stepping upon or striking against objects		138		8		21		26		54		19		4		10
Miscellaneous		79		3		17		16		30		10		3		3

*F.=Fatal. N. F.=Non-Fatal.

Accidents Occurring During Course of Employment Reported to the Bureau of Workmen's Compensation During February, 1927—Continued

Cause	Transportation and Public Utilities						Other Industries									
	Steam Railroads		Other Transportation		Public Utilities		Hotels and Restaurants		Trading				State and Municipal		Miscellaneous	
									Retail		Wholesale					
	*F.	N. F.	F.	N. F.	F.	N. F.	F.	N. F.	F.	N. F.	F.	N. F.	F.	N. F.	F.	N. F.
TOTAL OF ALL CAUSES	15	700	4	188	2	206		105	3	448	1	128	4	245	5	436
Working machinery		1				8		5		20		9		2		34
Boilers and pressure apparatus		2				1		1						1		1
Pumps and prime movers		1								2				4		2
Transmisison apparatus														1		1
Elevators and hoists								2		4		2		1	1	4
Cranes and derricks		6		2		2				1				1		4
Cars and engines	15	240		19		2				3		2				2
Motor vehicles		5	2	61	1	13		1		62		12	2	38	3	47
Other vehicles				1		4				12		2	1	13		9
Hand trucks		21	1	5		3				3		3		2		3
Water and air craft		1		3												
Handling objects—by hand		116		21		28		25		101		38		20		83
Hand tools		37		6		21		10		29		3		20		27
Electricity				6	1	10										1
Explosive substances		2		1		4		1		3				4		3
Hot and corrosive substances		10				10		23		12				5		15
Falling objects		27		4		19		4		20		4		12	1	22
Falls of persons		169	1	35		67		24	2	119	1	37		80		114
Stepping upon or striking against objects		34		8		8		5		38		13	1	11		38
Miscellaneous		28		16		6		3	1	19		3		30		25

*F.=Fatal. N. F.=Non-Fatal.

FIVE-YEAR COMPARATIVE STATEMENT OF ACCIDENTS REPORTED

MONTH	1923			1924			1925			1926			1927		
	FATAL	NON-FATAL	TOTAL	FATAL	NON-FATAL	TOTAL	FATAL	NON-FATAL	TOTAL	FATAL	NON-FATAL	TOTAL	FATAL	NON-FATAL	TOTAL
January	223	16,710	16,933	233	15,280	15,513	200	15,339	15,539	150	12,815	12,965	173	14,497	14.670
February	221	15,276	15,497	181	14,812	14,993	171	14,208	14,379	149	11,958	12,107	184	13,101	13,285
	444	*31,986*	*32,430*	*414*	*30,092*	*30,506*	*371*	*29,547*	*29,918*	*299*	*24,773*	*25,072*	*357*	*27,598*	*27,955*
March	222	15,653	15,875	212	15,989	16,201	158	15,517	15,675	185	15,606	15,791			
	666	*47,639*	*48,305*	*626*	*46,081*	*46,707*	*529*	*45,064*	*45,593*	*484*	*40,379*	*40,863*			
April	196	16,689	16,885	151	13,931	14,082	180	14,251	14,431	145	14,249	14,394			
	862	*64,328*	*65,190*	*777*	*60,012*	*60,789*	*709*	*59,315*	*60,024*	*629*	*54,628*	*55,257*			
May	226	17,384	17,610	157	13,940	14,097	170	14,523	14,693	172	14,521	14,693			
	1,088	*81,712*	*82,800*	*934*	*73,952*	*74,886*	*879*	*73,838*	*74,717*	*801*	*69,149*	*69,950*			
June	188	17,433	17,621	175	14,324	14,499	194	15,656	15,850	163	15,233	15,396			
	1,276	*99,145*	*100,421*	*1,109*	*88,276*	*89,385*	*1,073*	*89,494*	*90,567*	*964*	*84,382*	*85,346*			
July	221	17,749	17,970	185	14,917	15,102	178	16,440	16,618	193	15,586	15,779			
	1,497	*116,894*	*118,391*	*1,294*	*103,193*	*104,487*	*1,251*	*105,934*	*107,185*	*1,157*	*99,968*	*101,125*			
August	216	18,452	18,668	187	14,661	14,848	188	15,141	15,329	183	16,513	16,696			
	1,713	*135,346*	*137,059*	*1,481*	*117,854*	*119,335*	*1,439*	*121,075*	*122,514*	*1,340*	*116,481*	*117,821*			
September	173	15,504	15,677	167	14,230	14,397	141	14,428	14,569	233	15,866	16,099			
	1,886	*150,850*	*152,736*	*1,648*	*132,084*	*133,732*	*1,580*	*135,503*	*137,083*	*1,573*	*132,347*	*133,920*			
October	207	17,380	17,587	180	15,839	16,019	155	13,982	14,137	170	16,389	16,559			
	2,093	*168,230*	*170,323*	*1,828*	*147,923*	*149,751*	*1,735*	*149,485*	*151,220*	*1,743*	*148,736*	*150,479*			
November	163	15,532	15,695	194	13,389	13,583	133	12,273	12,406	186	14,849	15,035			
	2,256	*183,762*	*186,018*	*2,022*	*161,312*	*163,334*	*1,868*	*161,758*	*163,626*	*1,929*	*163,585*	*165,514*			
December	156	14,261	14,417	187	14,018	14,205	141	12,612	12,753	206	14,699	14,905			
Totals	*2,412*	*198,023*	*200,435*	*2,209*	*175,330*	*177,539*	*2,009*	*174,370*	*176,379*	*2,135*	*178,284*	*180,419*			

NOTE:—The figures in italics represent the cumulative totals by month under each classification.

Commonwealth of Pennsylvania

DEPARTMENT OF LABOR AND INDUSTRY

DIRECTORY OF OFFICES

MAIN OFFICES

Harrisburg: ....Office of the Secretary,
Industrial Board,
Workmen's Compensation Board,
Bureau of Employment,
Bureau of Industrial Relations,
Bureau of Industrial Standards,
Bureau of Inspection,
Bureau of Rehabilitation,
Bureau of Statistics,
Bureau of Workmen's Compensation,
Bureau of Women and Children,
State Workmen's Insurance Fund,

BRANCH OFFICES

Allentown: ....Lehigh Valley State Employment Office,
529 Hamilton Street.
State Workmen's Insurance Fund,
304 Colonial Building.

Altoona: ....Cooperative State Employment Office,
Post Office Building.
Bureau of Inspection,
Bureau of Rehabilitation,
Bureau of Workmen's Compensation,
Commerce Building.
State Workmen's Insurance Fund,
Central Trust Building.

Dubois: ....Bureau of Rehabilitation,
311 Deposit National Bank Building.

Erie: ....State Employment Office,
1026 French Street.

Franklin: ....State Workmen's Insurance Fund,
316 Franklin Trust Building.

Greensburg: ....State Workmen's Insurance Fund,
608-609 First National Bank Building.

Harrisburg: ....State Employment Office,
Second and Chestnut Streets.

Johnstown: ....State Employment Office,
219 Market Street.
State Workmen's Insurance Fund,
910 U. S. National Bank Building.

Kane: ....Bureau of Workmen's Compensation,
Kane Trust and Savings Building.

Lancaster: ....Cooperative State Employment Office,
Y. M. C. A. Building.
Bureau of Inspection,
Bureau of Workmen's Compensation,
Woolworth Building.

McKeesport: ....Cooperative State Employment Office,
Y. M. C. A. Building.

Meadville: ....Bureau of Inspection,
Masonic Building.

New Castle: ....Cooperative State Employment Office,
Y. M. C. A., West Washington Street.

Oil City: ....Cooperative State Employment Office,
Y. M. C. A. Building.

Philadelphia: ....State Employment Office, (Main Office)
Bureau of Rehabilitation,
1519 Arch Street.
Bureau of Inspection,
Bureau of Workmen's Compensation,
Workmen's Compensation Board,
Manhatten Building, Fourth and Walnut Streets.
State Employment Office for Women,
Bureau of Women and Children,
1924-26 Chestnut Street.
State Workmen's Insurance Fund,
1004 Commercial Trust Building.

Pittsburgh: ....Bureau of Inspection,
Bureau of Rehabilitation,
Bureau of Workmen's Compensation,
Fulton Building.
State Employment Office,
622 Grant Street.
State Workmen's Insurance Fund,
401 Park Building.

Pottsville: ....Bureau of Rehabilitation,
Bureau of Workmen's Compensation,
1 Ulmer Building.
State Workmen's Insurance Fund,
Baird Building.

Reading: ....State Employment Office,
108 North Fifth Street.

Scranton: ....State Employment Office,
116 Adams Avenue.
Bureau of Inspection,
Bureau of Workmen's Compensation,
State Workmen's Insurance Fund,
Union National Bank Building.

Sunbury: ....State Workmen's Insurance Fund,
Sunbury Trust and Safe Deposit Building.

Wilkes-Barre: ....Bureau of Rehabilitation,
Bureau of Workmen's Compensation,
Coal Exchange Building.

Williamsport: ....Bureau of Inspection,
707 First National Bank Building.
Bureau of Workmen's Compensation,
311 First National Bank Building.
Cooperative State Employment Office,
Y. M. C. A. Building.
343 West Fourth Street.

York: ....Bureau of Workmen's Compensation,
Central National Bank Building.

Note—State Employment offices are conducted in cooperation with the United States Employment Service.

LABOR AND INDUSTRY

Published monthly by
DEPARTMENT OF LABOR AND INDUSTRY
COMMONWEALTH OF PENNSYLVANIA

CHARLES A. WATERS, *Secretary*

VOL. XIV MAY, 1927 No. 5

Contents

Page

Prevention of Industrial Accidents 5
HON. CHARLES A. WATERS, Secretary of Labor and Industry.

National Development of Program for Rehabilitation of Disabled Civilians Evidenced by Memphis Conference 6
S. S. RIDDLE, Director, Bureau of Rehabilitation.

Injured Workers and Their Dependents Financially Benefited by Amendments to Workmen's Compensation Act 14
WILLIAM J. MAGUIRE, Director, Bureau of Statistics.

The Future of the State Employment Office 17
MARGARET E. NORRELL, Women's Section, State Employment Office, Philadelphia, Pennsylvania.

Departmental Note 19

Review of Industrial Statistics 19

Statistical Tables 25

Directory of Offices 37

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Secretary of Labor and Industry

PREVENTION OF INDUSTRIAL ACCIDENTS*

By Hon. Charles A. Waters
Secretary of Labor and Industry

Industrial accidents in Pennsylvania are limited in number in accordance with just how actively and conscientiously the employers and employes cooperate and work out properly organized plans for accident prevention. There are many elements that tend to reduce the number of accidents; such as, poor business conditions decreasing the number of employes, long service employes, proper safeguards, etc. One great factor, however, is the determination of all to conduct their work so that no accident will occur.

Prevention of accidents means more wages to employes and more profit to employers. Causes of the larger percentage of accidents are entirely within the control of the management and the employes. Some hazards are entirely in the control of employes, and some can be overcome by the management and the employes working together.

A pattern shop of a large steel industry in Central Pennsylvania recently operated more than a thousand days without a lost-time accident. This record was accomplished by keeping everlastingly in mind the desire to operate without an accident. The supervisors had to keep in constant touch with the employes, correct any unsafe practices, and see that every little cut and scratch received proper first-aid attention. If a record such as this can be made at a kind of work which is known to be highly hazardous, it is reasonable to conclude that accidents can be greatly reduced in the less hazardous industries.

During 1926 there were reported to the Department of Labor and Industry 180,419 lost-time industrial accidents in Pennsylvania, including 2,135 fatal cases, 75,335 of these accidents were compensable. The total compensation awarded on these compensable accidents was $12,979,641. Added to this cost must be considered the loss of production, cost of labor turnover, medical attention after thirty days' disability, loss of wages; and in permanent injuries, the loss of earning powers.

To reduce accidents in our industries, both employers and employes must accept responsibilities, and a spirit of cooperation between them must be consistently followed. Safety should be an integral part of every job. No employe should even think of starting a machine and feeding stock through it without being sure that guards are in place and operating. If every worker could only realize the loss he would sustain should an accident occur to him, he would take the necessary precautions to prevent it. The foreman who wishes to keep his production force intact and losses of all kinds at a minimum, will insist that the man under his supervision take no chances at any time.

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* Reprint from Supplement—Pennsylvania Labor Herald—April 23, 1927.

The Department of Labor and Industry's organization is ready to assist in developing cooperative safety plans for Pennsylvania industries. Safety standards in printed form applicable to all classes of industries are available for free distribution. These standards were adopted by the Department only after thorough investigation by interested persons.

By development of the safety spirit in the individual worker a large percentage of our industrial accidents can be prevented.

The Department of Labor and Industry is endeavoring to be of service in awakening and developing this spirit in Pennsylvania workers, and through the Department's organization will keep the workers informed of the possibilities of accident prevention which lie within their power. In order that we can fulfill the service and carry out the duties for which the Department was created we earnestly solicit the cooperation of all, including the management and the workers.

NATIONAL DEVELOPMENT OF PROGRAM FOR REHABILITATION OF DISABLED CIVILIANS EVIDENCED BY MEMPHIS CONFERENCE

By S. S. Riddle

Director, Bureau of Rehabilitation

The rapid and vigorous development of the nation-wide movement for the rehabilitation of disabled civilians,—by rendering them fit to engage in remunerative occupations,—was demonstrated at the National Rehabilitation Conference held in Memphis, Tennessee, during the last week in March.

In attendance and program, the convention sessions were in sharp contrast to those of the first national meeting in January, 1922, attended by a small group from the States then engaged in rehabilitation, following the enactment, by Congress, in June, 1920, of the law providing Federal aid for the work. Pennsylvania, a pioneer in rehabilitation, enacted its original rehabilitation legislation in July, 1919.

Rehabilitation workers from twenty-nine of the forty-one States, cooperating with the Federal Government, attended the four-day sessions, at Memphis, at which all phases of the rehabilitation problem were discussed by Federal and State officials, educators, surgeons, industrial statisticians and personnel executives, labor representatives and vocational guidance authorities.

The conference sessions were held at the Hotel Peabody with R. L. Bynum, Director of Rehabilitation for the State of Tennessee, as the official host. The Memphis Chamber of Commerce with local Municipal and State officials arranged a number of events of entertainment interspersed with the conference sessions. Dr. Willis C. Campbell, a noted orthopedic surgeon, who has done much for rehabilitation work in Tennessee and Mississippi, was host, with Mrs. Campbell, to the delegates at luncheon and at an inspection of the orthopedic hospital in Memphis of which Dr. Campbell is the head.

NATIONAL POSTER CONTEST

An interesting feature of the conference was an exhibition of approximately two hundred posters submitted in a contest conducted by the Rehabilitation Review, a magazine devoted to the restoration and employment of the disabled, published monthly by Dr. Fred H. Albee, an eminent orthopedic surgeon and Chairman of the Rehabilitation Commission of the State of New Jersey, and Frederic G. Elton, District Director of the New York State Bureau of Rehabilitation. The contest was nation-wide and open to students of high schools and upper grades. Three prizes were awarded and twenty-five other contestants received honorable mention. Many remarkable posters were submitted from all sections of the country.

The third prize in the contest was won by Charles V. Gostling, of Pittsburgh, a young man who was injured by an industrial accident and trained in art work in a Pittsburgh institution through the cooperation of the Ohio and Pennsylvania Rehabilitation Bureaus. That young man, who won third prize, had been a telephone lineman until June 23, 1921, when severe injuries caused by the fall of a pole on which he was working, prevented him from continuing in his former employment. Rehabilitation officials of Ohio and Pennsylvania combined in fitting him for art work in which he is now suitably employed.

ENDORSEMENTS OF REHABILITATION

Calvin F. McIntosh, member of the Federal Board for Vocational Education, through which Board the Federal Government supervises expenditure of rehabilitation funds in the cooperating States, presided at the banquet session of the conference at which United States Senator Kenneth McKellar, of Tennessee, a consistent supporter of rehabilitation legislation, emphasized the responsibility of the Federal

Government for the rehabilitation of disabled persons, that they may be economic producers for the benefit of the nation as well as the communities in which they live. Senator McKellar vigorously pledged his continued support to the national rehabilitation program.

Judge Joel B. Fort, of Nashville, personally representing Governor Austin Peay, of Tennessee, outlined the achievements in rehabilitation in his State, which is annually expending $44,000 for the work.

Governor Dennis Murphree, from the neighboring State of Mississippi, told of his personal interest and activity in instituting a rehabilitation program in his State even before State funds in Mississippi became available.

Mayor Rowlett Payne, of the city of Memphis, officially welcomed the conference and a similar welcome was given by Miss Sue M. Powers on behalf of the Tennessee State Board of Education.

The conference, called by the Federal Board for Vocational Education, was divided into two parts with the meetings of the first two days under the direction of the Federal Board for the discussion of administrative, promotional, and educational policies in connection with rehabilitation. The final two days of the conference were under the direction of the National Rehabilitation Association, an organization consisting of State and Federal workers actively engaged in rehabilitation work.

A MEASURE OF RESULTS

The effectiveness of the rehabilitation work among the thirty-nine States, cooperating with the Federal Government during the Federal fiscal year ending June 30, 1926, was gauged from the fact that, during that twelve-month period, 5,604 disabled civilians, unable to obtain employment through their own efforts, had registered with the rehabilitation agencies and had been restored to useful occupational activity, through training and individual assistance in entering suitable employment. In addition to the 5,604 disabled persons, returned to selected tasks, during that year, 13,604 other disabled persons were on the records of the rehabilitation agencies of those thirty-nine States and were in process of being fitted for return to work, so far as their physical conditions and other factors in the problem, made such result possible.

To accomplish those results, cost the Federal Government and the thirty-nine cooperating State governments $1,272,887.30, of which total $578,847.33 came from Federal funds and $694,039.97 from State and local funds.

The definite placement of 5,604 disabled persons in suitable work in one year not only eliminated necessity for charity or dependency upon relatives, in many of those cases, but also created wealth and contributed to the general resources of the country. Experience among the industrial States, engaged in rehabilitation, indicated that $1,200 is the average annual individual wage at which disabled persons return to work. If that amount be reduced by half,—to $600 for the whole country,—the 5,604 disabled persons returned to employment, in the year cited, created wealth represented by an annual payroll of $3,362,400 through total Federal and State expenditures of approximately one-third that amount. It must also be considered that the majority of those disabled persons may be expected, on an average, to continue in employment through at least five succeeding years, which increases the return to an amount in excess of $15,000,000, in addition to the incidental elimination of the need for charity. The figures are conservative and present only the economic side. The records of individual achievements of many of those disabled persons are included in the human side of the picture.

Total expenditures of Federal and State funds for rehabilitation in a number of the leading industrial States during the fiscal year ending June 30, 1926, were as follows: Illinois, $143,178.89; New York, $118,930.36; Ohio, $89,354.16; Pennsylvania, $74,686.64; California, $67,849.00; New Jersey, $59,912.49; Wisconsin, $55,534.54.

THE FEDERAL VIEWPOINT

John A. Kratz, Chief of Vocational Rehabilitation for the Federal Board for Vocational Education, outlining the attitude of the Federal Government, stated:—"In its program of promotion, the National Government deals directly or indirectly with numerous agencies. Its direct action is frequently absolute and far-reaching, although its indirect influence is often just as effective. When the Government inaugurated, in 1920, a program to promote vocational rehabilitation of the disabled civilian, there was established for the purpose a type of promotional machinery which has been applied to but few of its other activities. As you know, this system, frequently referred to as 'Federal aid' or 'fifty-fifty plan,' is one through which cooperative relationships are set up with the States, whereby the two agencies work together as partners in the enterprise, each partner having, however, very different functions."

Mr. Kratz pointed out that the responsibilities of the Federal Board are both promotional and supervisory,—encouraging the States to establish and maintain programs of vocational rehabilitation and providing a service of assistance to the States that will aid them not only in maintaining desirable standards of efficiency in their work but also in improving constantly the character of their programs. He outlined in detail the varied problems encountered through different industrial conditions in the several States and detailed the procedure in administering expenditure of the Federal funds.

SOME STATE ASPECTS

Percy Angove, State Supervisor of Civilian Rehabilitation for Michigan, gave a comprehensive presentation of the administration of vocational rehabilitation by a State. In discussing the general acceptance of rehabilitation by the people of a commonwealth, he said:—" Rehabilitation is appealing by nature of its activities and purposes; because it deals with human beings, it has a direct heart appeal and therefore is not a difficult proposition to sell. Rehabilitation workers, however, must treat it as a business proposition. Permanent or lasting results cannot be accomplished upon the basis of sympathy, but rather on the basis of social economy if we wish it to hold the place in our national life that it rightly deserves."

Similarly, Mr. Angove reviewed the necessarily varying conditions of administration of rehabilitation programs in the several States due to the different industrial, geographical and other factors.

He stressed the close relationship of rehabilitation to industrial safety and to workmen's compensation. He said: " A State rehabilitation service should be vitally concerned with the matter of workmen's compensation and all that which pertains thereto. It is needless for me to enlarge upon the fact that compensation awards, whether in weekly payments or lump sum settlements, materially affect a rehabilitation program. Thus, it is absolutely necessary that we interest ourselves in this important phase of the work. A clear and definite understanding should be had with the State Workmen's Compensation Board as to the aims and purposes of rehabilitation and just wherein mutual help and consideration are necessary."

Ira W. Kibby, Supervisor of Rehabilitation for the State of California, in discussing policies on scope and extent of service, reported the possibility of the $67,000 rehabilitation funds, available for expenditure in his State, being increased by $20,000. Mr. Kibby contended that the old as well as the young should be given a rehabilitation chance and cited the case of a disabled man over fifty years of age who is learning to be an acetylene welder. Mr. Kibby contended that it is the mental and not the chronological age that counts in individual cases of physical disability.

EMPLOYMENT POLICIES CHALLENGED

A challenge to the personnel executives and production engineers in industry who formulate regulations barring from employment, in their plants, persons handicapped by non-progressive disabilities was voiced by Dr. Don D. Lescohier, of the faculty of the University of Wisconsin. Dr. Lescohier deplored employment regulations that arbitrarily bar applicants for employment who have attained a definite age or who have disabilities which do not interfere with the performance of specific tasks in industry. He contended that the same engineering judgment should be applied to the adaptation and use of the employes in a plant as is applied to the structural and mechanical operating equipment, for the elimination of waste and the conservation of the country's human resources.

In that connection, a telegram was received at the convention from the Director of Personnel of a large corporation producing automobiles of the higher priced class. That executive, unexpectedly prevented from attending the conference, stated in his telegram:—

> "Our sympathy with the rehabilitation movement can best be expressed by this fact,—12 per cent of our employes are suffering from defects received outside our plants, ranging from destroyed vision to amputation of feet and hands."

COMMUTATION OF COMPENSATION OPPOSED

Absolute opposition to lump sum settlements from workmen's compensation, for any purpose and particularly for aiding a disabled person to start in a business, was expressed by Ethelbert Stewart, United States Commissioner of Labor Statistics, Washington, D. C., at the conference session devoted exclusively to discussion of the principles of workmen's compensation legislation and the relation of workmen's compensation and rehabilitation. Dr. R. M. Little, Director of Rehabilitation for New York, presided at the session at which Vyota Wrabetz, of the Industrial Commission of Wisconsin, traced the related activities of the workmen's compensation and rehabilitation branches of State governments.

Commissioner Stewart stated, as his view, that "any sort of lump sum settlement for any purpose whatsoever is a cancer on the body politic of workmen's compensation administration, and that the whole machinery of compensation may die of this cancer." He urged against the granting of lump sum payments from workmen's compensation funds for rehabilitation or retraining purposes and advocated that efforts be made to secure an entirely distinct and independent machinery and fund for rehabilitation and retraining purposes. In Pennsylvania, funds for training disabled persons come from State appropriation allotted to the Bureau of Rehabilitation of the Department of Labor and Industry and not from lump sum payments of workmen's compensation.

VARIED PHASES OF REHABILITATION

The responsibility of organized labor in rehabilitation was the subject of Horace Johnson, City Commissioner of Memphis, speaking at the opening session of the meetings of the National Rehabilitation Association. Mr. Johnson reviewed the support that had constantly been given the rehabilitation movement by representatives of labor.

A warning against sympathetic and specialized trends taking rehabilitation workers from the primary and essential aim of making the rehabilitation plan universally applicable to all susceptible types and employable ages of the disabled was voiced by H. B. Cummings, of the Federal Board Staff.

The benefits and advantages in using allied social agencies to assist in individual cases in rehabilitation work, were reviewed by M. B. Perrin, Supervisor of Rehabilitation for Ohio.

Marvels of physical reconstruction, in infantile paralysis cases particularly, were presented in an illustrated discussion by Dr. Willis C. Campbell, orthopedic surgeon of Memphis. Mental pathology in vocational rehabilitation was discussed by Dr. W. D. Partlow, Tuscaloosa, Alabama.

Dr. Fred H. Albee, Professor of Orthopedic Surgery, New York Post Graduate Medical School, and Chairman of the Rehabilitation Commission for the State of New Jersey, with motion picture films, illustrating actual operating procedure, described in detail bone graft operations as applied to the neck of the femur.

The principles of vocational guidance and possibilities of their application to individual cases in rehabilitation work were outlined by Dr. Harry D. Kitson, Professor of Vocational Guidance, Teachers' College, Columbia University, New York.

Dr. R. L. Jones, Superintendent of Memphis Schools, spoke on the relationship of vocational rehabilitation and education.

Oscar M. Sullivan, Director of Rehabilitation for Minnesota, described the specialized activities necessary in the rehabilitation of the tuberculous and cardiac groups.

Dr. H. E. Kleinschmidt, of New York, of the Medical Staff of the National Tuberculosis Association, urged cooperation between the rehabilitation workers and the State tuberculosis societies.

General discussions of State policies and procedure on selection, direction and training of personnel; surveys of occupational opportunities and of rehabilitation facilities were given by the following rehabilitation officials:—Dr. R. M. Little, Leslie S. Wood, New York; W. C. Meadows, West Virginia; Percy Angove, Michigan; D. M. Blankinship, Virginia; S. S. Riddle, Pennsylvania; W. F. Faulkes, Wisconsin; H. L. Stanton, North Carolina; J. R. Jewell, Nebraska; Terry C. Foster, Alabama; Mosiah Hall, Utah; Mrs. Mary S. Baker, Mississippi; Willis W. Grant, Iowa; Frank J. Clayton, Irwin M. Ristine and Miss Tracy Copp, of the Federal Board Staff.

ASSOCIATION PLANS AND OFFICERS

A place for the next meeting of the National Rehabilitation Association was not definitely decided at the convention. Invitations for the conference were received from the following cities:—Buffalo, N. Y.; Los Angeles, Cal.; Newark, N. J.; Philadelphia, Pa.; Rochester, N. Y.; Salt Lake City, Utah, and Toronto, Canada.

Officers elected by the Association are the following supervisors of rehabilitation in their respective States:—President, M. B. Perrin, Columbus, Ohio; Vice President, Percy Angove, Lansing, Michigan; Secretary, H. L. Stanton, Raleigh, North Carolina; Treasurer, J. R. Jewell, Lincoln, Nebraska.

The executive committee of the Association,—the first five being past presidents of the Association,—is composed of the following rehabilitation officers:—W. F. Faulkes, Madison, Wisconsin; D. M. Blankinship, Richmond, Virginia; S. S. Riddle, Harrisburg, Pa.; O. M. Sullivan, St. Paul, Minnesota; Dr. R. M. Little, New York City, N. Y.; Ira W. Kibby, Sacramento, Cal.; Mosiah Hall, Salt Lake City, Utah.

The States represented at the convention were Alabama, Arkansas, California, Georgia, Idaho, Illinois, Indiana, Iowa, Kentucky, Maine, Michigan, Minnesota, Mississippi, Nebraska, Nevada, New Jersey, New Mexico, New York, North Carolina, North Dakota, Ohio, Oklahoma, Pennsylvania, South Dakota, Tennessee, Utah, Virginia, West Virginia, Wisconsin.

W. F. Faulkes, retiring president after an incumbency of two years, during which time the National Rehabilitation Association has made remarkable progress, expressed his appreciation of the attendance and interest manifested in the meetings. Much of the success of the conference was due to the work of President Faulkes who during his official term visited many of the States conducting rehabilitation in cooperation with the Federal Government.

John A. Kratz, Chief of Vocational Rehabilitation of the Federal Board for Vocational Education, declared that one of the outstanding features of the conference, in his opinion, was the serious attitude of State workers toward professional improvement in their work.

"It is obvious," he said, "that the group profited greatly by a unity and cohesion brought about by common purposes and problems. The meeting was especially well attended from the point of view of State representation; by far the best we have ever had. Most of the southern States were represented by their entire rehabilitation staffs; a number of States had several representatives from their staffs and, in addition, representatives of compensation commissions, boards of education and industries were in attendance.

"Another decided impression I received, was that the rehabilitation movement is being taken very seriously in a number of fields; even the rehabilitation workers themselves seem to have a more new and clearly defined purpose and a much deeper enthusiasm and confidence in their programs. It was very reassuring to hear statements from a number of State officials indicating that their local programs are developing; in some States it may be rather conservative, but in others very rapidly indeed."

INJURED WORKERS AND THEIR DEPENDENTS FINANCIALLY BENEFITED BY AMENDMENTS TO WORKMEN'S COMPENSATION ACT

By William J. Maguire
Director, Bureau of Statistics

The Department of Labor and Industry has estimated the amounts of additional compensation that will be awarded to the workers injured or to the families of those killed by industrial accidents in Pennsylvania as provided in the amendments to the Workmen's Compensation Law recently enacted by the State Legislature at $2,825,000 annually. The compensation awards for the year 1926 covering all compensable accident cases have been used as the bases for the computations.

The amendments as enacted in the Legislative Session of 1927 change the schedule of compensation awards for each degree of injury in non-fatal cases, and for each class of dependency in fatal cases. The amendments affecting amounts of compensation awarded may be summarized briefly as follows:

TEMPORARY TOTAL DISABILITY

The period of non-compensable temporary total disability is reduced from 10 to 7 days.

The per cent of wages to be paid in compensation is raised from 60 to 65 per cent, and the maximum and minimum amounts of compensation payable per week are raised from $12.00 to $15.00 and from $6.00 to $7.00, respectively. The maximum period during which compensation is payable for temporary total disability is 500 weeks, and the amount not to exceed $6,500.

PERMANENT PARTIAL AND PERMANENT TOTAL DISABILITY

The same changes in the schedule of compensation as specified for temporary total disability apply in cases of permanent partial and permanent total disability; i. e., the non-compensable period of disability is reduced from 10 to 7 days; the per cent of wages raised from 60 to 65 per cent, and the maximum and minimum weekly rates of compensation are raised to $15.00 and $7.00, respectively. The maximum amount of compensation payable in permanent total disability cases has been increased from $5,000 to $6,500.

The number of weeks during which compensation is payable on account of permanent partial and permanent total disability cases is not changed.

FATAL CASES

The maximum wage upon which death compensation shall be based is increased from $20.00 to $24.00 and the minimum wage from $10.00 to $12.00. This change in itself affects the rate of compensation payable to each class of dependents. In addition to this increase, the per cent of wages payable in compensation is raised for each class of dependency with the exception of the rate payable to the dependent brothers and sisters of those fatally injured.

The compensation schedule affecting the payments to the dependents of those fatally injured has been changed as follows:

Class of dependency	Per cent of wages		Maximum amount per week
	Old rate	New rate	New limits
Widow or widower	40	44	$10.00
Widow and 1 child	50	55	12.50
Widow and 2 children	60	62½	14.00
Widow and 3 or more children	60	65	15.00
One or two orphan children	30	33	7.50
Three orphan children	40	44	10.00
Four orphan children	50	55	12.50
Five orphan children	60	62½	14.00
Six or more orphan children	60	65	15.00
Father or mother (partially dependent)	20	25	5.00
Father or mother (totally dependent)	40	45	10.00

The maximum amount payable for burial expenses has been raised from $100 to $150.

The compensation awards for 1926 offered the most recent experience upon which a computation estimating the increased benefits accruing under the amendments could be based. Accordingly, the Department computed the increased amount of compensation payable for each degree of injury and to each class of dependents in fatal cases, using the weekly wages for all cases compensated in 1926. A summary table showing the increased amount of compensation payable under the amendments discloses that the amended compensation act provides for increases in compensation payments that will amount to approximately $2,824,722. That amount compared with the $12,979,641 total awarded during the year 1926 shows an increase of 21.8 per cent. The summary table showing the increases for each degree of injury and for each class of dependency follows:

ESTIMATED AMOUNTS OF ADDITIONAL COMPENSATION PROVIDED BY AMENDMENTS TO COMPENSATION LAW

Class of disability and dependency	Number of cases	Total period of compensation (In weeks)	Additional compensation under amended law	
Temporary total disability cases	69,669[1]	338,610		$592,449
Permanent partial disability cases	3,435	219,671		423,524
Permanent total disability cases	128	47,879		67,011
Fatal cases:				
Widow or widower only	377	87,807	$163,128	
Widow or widower and one child	242	82,198	194,948	
Widow or widower and two children	223	77,290	141,117	
Widow or widower and three or more children	412	188,294	528,875	
One or two orphan children	39	4,678	6,131	
Three orphan children	16	6,977	13,006	
Four orphan children	3	1,198	2,665	
Five orphan children	4	1,766	3,532	
Six or more orphan children	(No cases in 1926)			
Father or mother (partially dependent)	212	66,611	65,910	
Father or mother (totally dependent)	43	12,655	23,627	
Brothers or sisters	3	812	432	
TOTAL—Fatal cases	1,574	530,286		1,143,371
Burial expenses (all fatal cases)	1,830[2]	....		91,500
Reduction of non-compensable period of disability from 10 to 7 days	69,669	$5.84[3]		406,867
Cases added by reducing waiting period from 10 to 7 days	40,000	$2.50[4]		100,000[5]
GRAND TOTAL				$2,824,722

NOTE: [1] Excludes 273 cases comprising group with weekly wages of less than $6.00, and temporary partial disability cases.

[2] Includes 256 no dependency cases.

[3] Three days compensation based on average weekly rate of $11.67.

[4] Maximum rate of compensation per day.

[5] Estimated figure based upon assumption that the 20,000 new cases will aggregate 40,000 days of compensation.

The amendments applying to the schedule of compensation payments become effective January 1, 1928. This compilation shows the amount of compensation payable under the amended law as accurately as can be estimated from past experience. The compensation awards for the year 1926 can be accepted as representing a normal year. It is true that during the months of January and February, 1926, the anthracite mines were not in operation, and consequently the awards for 1926 were reduced to that extent. However, several mine disasters in the bituminous fields probably offset a greater part of the loss due to the non-operation of anthracite mines. Factors of this kind are apt to influence the total amount of compensation awards for any given year and the data for 1926 can be presumed to be as representative as for any other year.

The amendments increase compensation awards per year by more than 20 per cent. This is a much higher ratio of gain than has been shown either in wages or living costs since 1920, the year when compensation schedules were advanced over those provided by the original compensation law. A casual reading of the amendments to the compensation law does not leave the impression that the increased rates are as liberal as this compilation proves them to be.

THE FUTURE OF THE STATE EMPLOYMENT OFFICE

By Margaret E. Norrell

Women's Section, State Employment Office
Philadelphia, Pennsylvania

In the light of my experience in employment work during the greater part of my life, and my association in recent years with the State Employment Bureau in Pennsylvania, my vision of the progress and development of the various offices of the Bureau during the next decade is based on their present status and accomplishment.

The ultimate success of any business depends upon the quality of its product. The product of the State Employment Bureau is service to the employer and the worker—service without cost to either, paid for by the taxpayer of the State. Its scope now or in the future will of necessity be in distinct relation to the quality of the service rendered.

At the present time, the work of the State Employment Offices is handicapped by the fact that any office or bureau conducted by the government, and paid for and maintained out of taxation, is apt to be regarded with apathy by the public it is created to serve, while those who are likely to avail themselves of it are apt to regard a free service as being of a charitable nature, and have a suspicious attitude toward it.

In spite of these two very material handicaps, the State Employment Office has outgrown its function as a war-time necessity and has become a permanent and highly regarded branch of the State government.

Much has been accomplished so far. There are two hundred and twenty-four State Employment Offices apportioned to the larger cities and towns of twenty-eight States. In Pennsylvania alone there are seventeen offices in sixteen cities. These offices in the years from 1920 to 1926 succeeded in placing in positions three-quarters of a million of unemployed persons, including manual workers and those of the highest technical training.

With the service so firmly entrenched and the machinery of its operation working smoothly, what does the future hold for it?

How will it keep pace with the changed conditions of industry? How can its scope be extended and enlarged?

First, by publicity.

No service, however excellent, will sell itself. The State Employment Offices have to be put on the market, and the time has come when bigger, wholesale marketing methods are necessary for their further development.

They have outgrown the meager advertising facilities thus far at their disposal.

There is no doubt that the work of the offices as a whole would be much more effective, and the number of placements per cost of operation be greatly increased, if an intensive and intelligent publicity campaign were inaugurated and vigorously pursued.

There is urgent need of a department in the Bureau of Employment whose function would be exclusively to conduct a uniform and statewide campaign, into which would be incorporated all of the advertising mediums which have been tried by the individual offices and found to be of value.

This department would make intensive studies of labor conditions, and would devise some means of securing from employers at frequent periods data which would indicate the upward or downward trend of their business, the number of workers recently employed, and the number of hirings or dismissals contemplated in the near future. Proper examination and summarization of this data would lead to a more accurate knowledge of labor requirements or excess in every section, and a close study of these conditions would disclose whether the requirements of an office in one section could be made up from the surplus of another, thus exercising some control over the large movements and influxes of labor to which industry is subject.

DEPARTMENTAL NOTE

A pocket edition of "Safe Practices Recommendations" is now ready for distribution. For copies of this pamphlet apply to the Department of Labor and Industry, Harrisburg, Pa.

REVIEW OF INDUSTRIAL STATISTICS

PREPARED BY

The Bureau of Statistics

THE LABOR MARKET

During the five-week period covered by the March report a total of 9,484 men and 4,624 women applied for work at the State employment offices that are maintained by the Department of Labor and Industry in 14 cities of industrial importance in Pennsylvania. This is an increase of 406 male and 229 female applicants over the number registered in March, 1926. Calls by employers for workers numbered 6,594 in March, which is 25 per cent less than the number of calls reported for March, 1926. Some improvement in employment conditions for March, however, is shown over the first two months of this year. The ratios of applicants per 100 jobs available during the first quarter of 1926 and of 1927 compare as follows:

RATIO OF APPLICANTS TO JOBS AVAILABLE

	1926	1927
January	195	253
February	162	245
March	152	211

Positions were secured for 3,848 men and 1,758 women during March. This total, while higher than for January or February, 1927, compares very unfavorably with the total of 7,818 placements reported for March, 1926. The comparison shows a drop in placements for March, 1927, of 25.8 per cent. The ratio of applicants to placements for March was 252:100 compared with 296 for February, 1927; 293 for January, 1927; and 172 for March, 1926.

Agriculture and quarrying were the only two industry groups in which the available supply of workers was below the requirements of employers. All other industry groups showed a labor supply well in excess of present demands.

The construction industry up to this time has not absorbed as many workers as in previous years and there are more than 2 workers available for every building trades job open.

The demand for workers in manufacturing industries, especially in those producing foods, leather goods, furniture, and metal products, is from 25 to 50 per cent below the available supply.

Usually the employment office reports provide a fair gauge of the industrial activity for the city in which the office is located. During March the relative industrial prosperity or depression of the cities in which full-time employment offices are maintained may be judged by the relation the number of employers' orders received bears to the number of applicants expressed in the following percentages: Allentown, 57.6; Altoona, 72.3; Erie, 69.6; Harrisburg, 79.3; Johnstown, 74.2; Philadelphia, 47.7; Pittsburgh, 26.6; Reading, 58.4; and Scranton, 37.4. Based on these percentages employment opportunities in Harrisburg are the best in the State, while in Pittsburgh, where there are 4 workers registered for every job open, the prospects for immediate employment are poorest. Most of the labor surplus in Pittsburgh is found in the semi-skilled and unskilled labor groups.

EMPLOYMENT, WAGES, AND HOURS WORKED

Manufacturing employment as indicated by March reports from 866 individual plants shows a gain over February of 0.2 per cent. While this increase in employment is very small, it is an encouraging sign because March is the second consecutive month this year that increased employment was reported. Last year employment for March showed a 0.7 per cent decrease from February. The total volume of employment in March this year is 3.2 per cent below March, 1926, according to the index numbers of this Department.

Average weekly earnings show a decrease of 0.3 per cent in March compared with February. Weekly earnings averaged $26.71 in March, 1927, in comparison to $26.51 in March, 1926.

A total of 26,000 man-hours more per week were worked during the first half of March than during the same period in February. While this is a considerable item in itself, when divided by the total number of employes covered in the table, it actually amounts to less than 10 minutes per man per week and therefore has no real effect on the calculated average weekly or hourly earnings.

Some changes in employment within individual industry groups are worthy of particular notice.

Automobile manufacture began to show a revival of activity and registered a 3.7 per cent gain in employment in March over February. This is the first month that employment in the automobile industry has shown a gain since the slump in that industry began in May,

1926. Ten of the 18 firms in this group reported increased employment and increased operating time.

Slightly reduced working forces were reported by 18 of the 20 firms in the electrical machinery and apparatus group. Business for all firms in this group seemed dull, especially for those engaged in the manufacture of electric batteries and radio supplies. An exception may be noted for manufacturers of refrigerating devices; these plants reported slight gains in employment.

Reduced earnings in the iron and steel forgings group were attributed to slight cuts in wage rates in some instances and to reduced working hours in others. A few plants were operating only 3 days per week. Slack work was particularly prevalent in the Pittsburgh district.

Ice cream manufacture is beginning its seasonal advance and many firms are hiring additional help and increasing working hours. Candy manufacture did not show its customary pre-Easter activity. The reduced demand for candy products during warm weather already is being felt in the industry.

In line with spring construction activity building material manufacturers are busy. Increased employment was reported by 21 of the 26 brick plants. Brick production has increased materially and a good season is indicated. Cement production also has been increased.

A further decline of employment in the construction industry was reported for March, 1927. The decrease amounted to 9.2 per cent over February. Whether or not the reduced volume of building operations in 1927 is the sole cause of reduced employment in building trades is difficult to determine. Possibly spring construction activities are lagging behind the corresponding months of last year. This is true for the Philadelphia area. Construction work in Philadelphia began very early in 1926 because of the necessity to complete the Sesquicentennial buildings before the exhibition opened. Average weekly earnings for all construction groups combined were 8.1 per cent better than in February. The reduced average of weekly earnings for the street and highway group is attributed to wages of laborers and skilled mechanics in March compared with wages of skilled mechanics only in February.

General employment in the paint and varnish industry is on the increase, although most of the March gain was confined to one firm.

Spring weather seems to have speeded up petroleum refining slightly. The manufacture of rubber tires and goods also gained in anticipation of tire trouble to winter-stored cars.

Notwithstanding the considerable amount of rumor current during the month concerning poor business and the beginnings of a depression, the rumors found no substantiation in the factory employment reports for the first half of March.

INDUSTRIAL ACCIDENTS AND COMPENSATION COSTS

In the month of March, reports of 168 fatal accidents occurring to workmen employed in the various industries of Pennsylvania were received at the Bureau of Workmen's Compensation. The number of fatalities reported for March is 3 less than in January and 16 less than in February. Compared to the fatal accident record for March, 1926, it shows a reduction of 19.

Non-fatal accidents reported during March totaled 14,332, including 150 permanent disabilities. Compared to March, 1926, this is a reduction of 8.2 per cent for all non-fatal accidents and a reduction of more than 25 per cent in the number of permanent disabilities.

The fact that both fatal and non-fatal accidents for March, 1927, show reductions when compared with reports for March, 1926, may be accepted as showing that the real trend of industrial accidents is downward because March is the first month since August, 1925, that the comparison of monthly accident reports between years is not affected by the reduced accident total due to the six months' suspension of work in anthracite mines beginning September, 1925.

The total of fatal accidents for the first three months of 1927 is 523. Non-fatal accidents for the same period number 41,930. These accident totals compared with records for the corresponding months of 1926 show gains in 1927 of 26 fatal and 1,546 non-fatal accidents. This comparison, however, is biased by the fact that anthracite mines did not operate during January and February of 1926. If this factor were eliminated, a downward trend of accidents in 1927 would be shown.

The coal mining industries again in March, as in February, reported the largest number of industrial fatalities with a total of 86 deaths divided evenly between anthracite mines and bituminous mines, each reporting 43. Compared with February this shows a reduction of 1 fatal accident for anthracite mines and an increase of 5 for bituminous mines. Fifty-seven of the 87 mining fatalities were caused by falling objects consisting principally of falls of roof, face, or rib. Cars and engines was the second highest cause of fatal injuries to mine workers, causing 5 deaths in or about anthracite mines and 8 deaths in the bituminous coal fields. The explosion of blasting powders or mine gases resulted in 7 deaths, all in the anthracite industry.

Manufacturing industries reported 40 fatal accidents during March, or 1 less than the number reported for February. More than half of the fatalities in manufacturing industries occurred in metal manufacture and were distributed as follows: blast furnaces and steel works, 6; rolling mills, 3; foundries and machine shops, 1; metal fabrication, 7; car repair shops, 3; and automobile service stations, 1. Other manufacturing groups contributed to the March total of industrial fatalities as follows: chemicals and allied products, 6; clay, glass, and stone products, 3; food and kindred products, 3; lumber and wood products, 3; and textiles, 4. Only 2 of the fatal accidents in manufacturing industries were caused by power working machines, 7 were caused by other mechanical devices, 10 by vehicles, and the remaining 21 were attributed to non-mechanical causes.

The construction industry reported only 9 fatalities during March compared to 25 in February.

Fatal accidents in the transportation industry also were fewer than in February, showing totals of 19 for February and 11 for March.

Other industries reported fatalities for March as follows: non-coal mines and quarries, 6; public utilities, 2; hotels and restaurants, 1; retail and wholesale stores, 5; state and municipal, 3; and miscellaneous, 5.

Falling objects, cars and engines, and explosive substances, in the order named, were the three chief causes of fatal accidents for all industries combined. These three cause groups were charged with a total of 107 fatal accidents, or nearly 64 per cent of the total for all causes.

A review of the fatal accident reports discloses a few cases where accidental deaths occurred under unusual circumstances. One man, a superintendent of an oil refinery, was killed by an explosion of gasoline fumes after effecting the rescue of a tank car cleaner who had been overcome by the fumes while cleaning the car. The force of the explosion threw the superintendent thru the manhole 30 feet into the air. Every precaution against explosion had been taken and its cause was undetermined. In another case, an elevator repairman was uncoiling wire on the roof of an eight-story building and backed off the roof. A dump-wagon driver backed himself and team over an 18-foot retaining wall. A restaurant cook poured kerosene on a slow fire that afterward flared up and burned her to death. A sub-station foreman was electrocuted while testing a lightning arrester. A fireman was killed when the roof of a burning building caved in. An oil pumper was killed by a bursting flywheel. Neglect of a small scratch on his finger resulted in death for a picker in a textile mill.

Many of the deaths in March were due to downright carelessness on the part of those killed. Death was caused in many cases by the failure to observe safe practices that are dictated by common sense and the natural law of self-preservation. If workers during March had refrained from being foolishly careless, the fatality total might have been at least 20 per cent lower. "Don't fool with danger" should be a pertinent safety slogan for 1927.

Compensation payments were authorized during March by the approval of agreements in 174 fatal cases, 321 permanent disability cases, and 4,949 temporary disability cases. The compensation liability for these cases amounted to $977,895, distributed as follows:

Fatal	$510,805
Permanent disability cases	246,880
Temporary disability cases	220,210

Receipts filed during the month show that payments on compensation cases, amounting to $855,673, were actually made. Compensation awards for the first 3 months of 1927 total $3,071,359. Compared to the total for the first three months of 1926 the awards in 1927 are 2 per cent below last year.

REPORT OF ACTIVITIES OF STATE EMPLOYMENT OFFICES FOR THE MONTH OF MARCH, 1927.

Industries	Persons applying for positions			Persons asked for by employers			Persons sent to positions			Persons receiving positions		
	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
GRAND TOTAL	14,108	9,484	4,624	6,594	4,368	2,226	6,740	4,494	2,246	5,606	3,848	1,758
Total: Industrial Group[1] (Skilled)	4,776	3,507	1,269	2,138	1,545	593	2,162	1,520	642	1,656	1,221	435
Building and Construction	729	729	....	240	240	....	249	249	....	205	205	....
Shipbuilding	280	280	....	178	178	....	178	178	....	129	129	....
Chemicals and Allied Products	3	2	1	1	1	....	1	1	....	1	1	....
Clay, Glass and Stone Products	....	....	....	....	....	....	....	....	....	....	....	....
Clothing	47	2	45	27	1	26	27	1	26	24	1	23
Textiles	64	37	27	61	24	37	36	22	14	36	22	14
Food and Kindred Products	35	7	28	9	2	7	12	3	9	9	2	7
Leather, Rubber and Composition Goods	14	6	8	10	3	7	11	3	8	9	3	6
Lumber, Woodwork and Furniture	40	35	5	9	9	....	9	9	....	9	9	....
Paper and Printing	40	26	14	29	16	13	38	18	20	29	16	13
Metals and Metal Products	1,207	1,172	35	689	682	7	626	619	7	519	512	7
Mines and Quarries	45	45	....	62	62	....	41	41	....	39	39	....
Transportation and Public Utilities	433	392	41	154	114	40	130	123	7	94	91	3
Hotels and Restaurants	295	89	206	120	38	82	112	38	74	84	32	52
Wholesale and,Retail Trade	312	119	193	150	49	101	163	50	113	133	45	88
Miscellaneous	1,232	566	666	399	126	273	529	165	364	336	114	222
Total: Other Groups	9.332	5,977	3,355	4,456	2,823	1,633	4,578	2,974	1,604	3,950	2,627	1,323
Professional and Technical	713	419	294	217	143	74	277	167	110	172	119	53
Agricultural	44	36	8	49	49	....	27	27	....	26	26	....
Semi-Skilled	2,526	961	1,565	1,133	329	804	1,084	340	744	806	277	529
Unskilled	4,476	4,229	247	2,122	2,054	68	2,253	2,182	71	2,026	1,960	66
Casual and Day Workers[2]	1,573	332	1,241	935	248	687	937	258	679	920	245	675
February, 1927	11,025	6,949	4,076	4,499	2,942	1,557	4,680	3,080	1,600	3,772	2,572	1,200
January, 1927	11,151	7,312	3,839	4,408	2,693	1,715	4,645	2,891	1,754	3,803	2,506	1,297
December, 1926	11,811	8,205	3,606	6,379	4,281	2,098	6,596	4,644	1,952	5,452	3,882	1,570
March, 1926	13,474	9,079	4,395	8,885	6,116	2,769	9,239	6,495	2,744	7,818	5,575	2,243
March, 1925	13,908	9,740	4,168	8,108	6,208	1,900	8,454	6,662	1,792	7,347	5,883	1,464
March, 1924	12,929	10,405	2,524	9,305	7,658	1,647	8,828	7,476	1,352	8,033	6,899	1,134

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[1] New classification adopted, July 1, 1916.

[2] The placement of each casual and day worker is recorded for only one placement per week.

EMPLOYMENT AND WAGES IN PENNSYLVANIA

Group and Industry	No. of Plants Reporting	Number of wage earners—week ended			Total weekly wages—week ended			Average weekly earnings—week ended		
		March 15, 1927	Feb. 15, 1927	Per cent Change	March 15, 1927	Feb. 15, 1927	Per cent Change	March 15, 1927	Feb. 15, 1927	Per cent Change
ALL INDUSTRIES (*46*)	866	295,974	295,516	+ 0.2	$7,904,301	$7,916,573	— 0.2	$26.71	$26.79	— 0.3
Metal Manufactures:	289	154,769	155,177	— 0.3	4,490,080	4,524,272	— 0.8	29.01	29.16	— 0.5
Automobiles, bodies and parts	18	10,617	10,242	+ 3.7	318,227	295,409	+ 7.7	29.97	28.84	+ 3.9
Car construction and repair	20	22,239	22,616	— 1.7	651,341	679,323	— 4.1	29, 29	30.04	— 2.5
Electrical machinery and apparatus	20	7,142	7,564	— 5.6	174,546	186,141	— 6.2	24.44	24.61	— 0.7
Engines, machines, and machine tools	38	11,444	11,617	— 1.5	340,322	352,710	— 3.5	29.74	30.36	— 2.0
Foundries and machine shops	58	9,356	9,240	+ 1.3	277,215	278,262	— 0.4	29.63	30.11	— 1.6
Heating appliances and apparatus	16	4,120	4,049	+ 1.8	122,673	122,083	+ 0.5	29.78	30.15	— 1.2
Iron and steel blast furnaces	11	13,400	13,544	— 1.1	362,265	387,890	— 6.6	27.03	28.64	— 5.6
Iron and steel forgings	11	3,017	3,045	— 0.9	73,042	81,860	—10.8	24.21	26.88	— 9.9
Steel works and rolling mills	37	41,833	41,802	+ 0.1	1,276,582	1,245,377	+ 2.5	30.52	29.79	+ 2.5
Structural iron works	15	3,797	3,890	— 2.4	103,165	109,149	— 5.5	27.17	28.06	— 3.2
Miscellaneous iron and steel products	25	19,085	19,079	+ 0.0	562,114	553,157	+ 1.6	29.45	28.99	+ 1.6
Shipbuilding	3	6,138	5,899	+ 4.1	163,125	164,470	— 0.8	26.58	27.88	— 4.7
Hardware	8	1,739	1,752	— 0.7	45,076	47,050	— 4.2	25.92	26.86	— 3.5
Non-ferrous metals	9	842	838	+ 0.5	20,387	21,391	— 4.7	24.21	25.53	— 5.2
Textile products:	175	59,256	58,765	+ 0.8	1,331,526	1,345,090	— 1.0	22.47	22.89	— 1.8
Carpets and rugs	10	3,107	3,151	— 1.4	80,182	83,535	— 4.0	25.81	26.51	— 2.6
Clothing	34	5,441	5,568	— 2.3	103,302	104,281	— 1.4	18.99	18.83	+ 0.8
Hats, felt and other	5	4,470	4,482	— 0.3	119,363	120,975	— 1.3	26.71	26.99	— 1.0
Cotton goods	16	4,695	4,612	+ 1.8	113.662	116,774	— 2.7	24.21	25.32	— 4.4
Silk goods	43	18,439	18,089	+ 1.9	344,831	346,595	— 0.5	18.70	19.16	— 2.4
Woolens and worsteds	15	6,519	6,468	+ 0.8	145,104	147,975	— 1.9	22.26	22.88	— 2.7
Knit goods and hosiery	42	14,487	14,368	+ 0.8	370,826	368,871	+ 0,5	25.60	25.67	— 0.3
Dyeing and finishing textiles	10	2,098	2,027	+ 3.5	54,236	55,544	— 2.4	25.85	27.40	— 5.7
Food and tobacco:	105	21,574	22,071	— 2.3	$448,599	$445,198	+ 0.8	$20.79	$20.17	+ 3.1
Bakeries	32	4,643	4,644	— 0.0	135,920	133.385	+ 1.9	29.27	28.72	+ 1.9
Confectionery and ice cream	21	3,603	3,782	— 4.7	82,065	83,860	— 2.1	22.78	22.17	+ 2.8
Slaughtering and meat packing	13	2,013	2,042	— 1.4	57.110	57,787	— 1.2	28.37	28.30	+ 0.2
Cigars and tobacco	39	11,315	11,603	— 2.5	173,504	170,166	+ 2.0	15.33	14.67	+ 4.5

EMPLOYMENT AND WAGES IN PENNSYLVANIA—(Continued)

Building materials:	67	20,757	19,868	+ 4.5	587,784	563,590	+ 4.3	28.32	28.37	— 0.2
Brick, tile and terra cotta products	26	4,356	4,044	+ 7.7	112,945	106,074	+ 6.5	25.93	26.23	— 1.1
Cement	13	7,235	6,973	+ 3.8	222,870	216,288	+ 3.0	30.80	31.02	— 0.7
Glass	24	8,265	7,974	+ 3.6	227,257	217,044	+ 4.7	27.50	27.22	+ 1.0
Pottery	4	901	877	+ 2.7	24,712	24,184	+ 2.2	27.43	27.58	— 0.5
Construction and Contracting:	35	3,376	3,717	— 9.2	96,435	98,251	— 1.9	28.56	26.43	+ 8.1
Buildings	17	885	823	+ 7.5	27,455	26,011	+ 5.6	31.02	31.61	— 1.9
Street and highway	3	87	51	+70.6	1,914	1,624	+17.9	22.00	31.84	—30.9
General	15	2,404	2,843	—15.4	67,066	70,616	— 5.0	27.90	24.84	+12.3
Chemicals and allied products:	39	10,004	9,752	+ 2.6	285,911	279,138	+ 2.4	28.58	28.62	— 0.1
Chemicals and drugs	22	1,396	1,378	+ 1.3	36,948	37,026	— 0.2	26.47	26.87	— 1.5
Explosives	3	553	566	— 2.3	13,431	15,197	—11.6	24.29	26.85	— 9.5
Paints and varnishes	9	1,076	1,002	+ 7.4	29,291	27,807	+ 3.5	27.22	27.75	— 1.9
Petroleum refining	5	6,979	6,806	+ 2.5	206,241	199,108	+ 3.6	29.55	29.25	+ 1.0
Miscellaneous industries:	156	26,238	26,166	+ 0.3	663,966	661,034	+ 0.4	25.31	25.26	+ 0.2
Lumber and planing mill products	28	3,919	3,934	— 0.4	83.823	86.196	— 2.8	21.39	21.91	— 2.4
Furniture	21	1,966	1,951	+ 0.8	46,501	45,557	+ 2.1	23.65	23.35	+ 1.3
Leather tanning	17	5,628	5,736	— 1.9	144,794	149,415	— 3.1	25.73	26.05	— 1.2
Leather products	8	633	621	+ 1.9	13,441	12,718	+ 5.7	21.23	20.48	+ 3.7
Boots and shoes	23	4,159	4,105	+ 1.3	81,366	79,719	+ 2.1	19.56	19.42	+ 0.7
Paper and pulp products	18	3,955	4,001	— 1.1	104,986	105,065	— 0.1	26.55	26.26	+ 1.1
Printing and publishing	35	3,713	3,647	+ 1.8	130,348	125,935	+ 3.5	35.11	34.53	+ 1.7
Rubber tires and goods	3	857	821	+ 4.4	26,017	24.688	+ 5.4	30.36	30.07	+ 1.0
Novelties and jewelry	3	1,408	1,350	+ 4.3	32,690	31,741	+ 3.0	23.22	23.51	— 1.2

EMPLOYMENT AND WAGES IN PENNSYLVANIA—(Continued)

Group and Industry	No. of Plants Reporting	Total weekly man-hours—week ended			Average hourly wages—week ended		
		March 15, 1927	Feb. 15, 1927	Per cent Change	March 15, 1927	Feb. 15, 1927	Per cent Change
ALL INDUSTRIES (*46*)	494	7,844,875	7,818,859	+ 0.3	$.576	$.575	+ 0.2
Metal manufactures:	204	5,207,432	5,179,529	+ 0.5	.605	.604	+ 0.2
Automobiles, bodies and parts	13	454,112	413,130	+ 9.9	.618	.615	+ 0.5
Car construction and repair	13	370,984	379,298	— 2.2	.600	.614	— 2.3
Electrical machinery and apparatus	15	216,507	239,838	— 9.7	.517	.506	+ 2.2
Engines, machines, and machine tools	31	501,552	514,993	— 2.6	.598	.603	— 0.8
Foundries and machine shops	46	398,738	403,109	— 1.1	.612	.608	+ 0.7
Heating appliances and apparatus	5	75,651	76,911	— 1.6	.596	.597	— 0.2
Iron and steel blast furnaces	8	438,530	428,085	+ 2.4	.592	.590	+ 0.3
Iron and steel forgings	7	60,777	69,359	—12.4	.639	.660	— 3.2
Steel works and rolling mills	25	1,772,303	1,739,973	+ 1.9	.614	.612	+ 0.3
Structural iron works	8	44,568	47,730	— 6.6	.579	.589	— 1.7
Miscellaneous iron and steel products	17	527,911	514,881	+ 2.5	.608	.603	+ 0.8
Shipbuilding	3	253,397	255,868	— 1.0	.644	.643	+ 0.2
Hardware	6	56,733	57,655	— 1.6	.534	.537	— 0.6
Non-ferrous metals	7	35,669	38,699	— 7.8	.528	.514	+ 2.7
Textile products:	80	1,118,777	1,142,675	— 2.1	.486	.487	— 0.2
Carpets and rugs	6	103,083	104,970	— 1.8	.511	.539	— 5.2
Clothing	10	47,819	50,802	— 5.9	.325	.317	+ 2.5
Hats, felt and other	......	......	......	......	......	......	......
Cotton goods	13	97,702	99,255	— 1.6	.475	.477	— 0.4
Silk goods	23	424,666	426,091	— 0.3	.409	.406	+ 0.7
Woolens and worsteds	10	178,874	197,853	— 9.6	.486	.469	+ 3.6
Knit goods and hosiery	13	230,948	223,250	+ 3.4	.650	.672	— 3.3
Dyeing and finishing textiles	5	35,685	40,454	—11.8	.505	.521	— 3.1
Foods and tobacco:	40	203,001	204,104	— 0.5	.518	.516	+ 0.4
Bakeries	17	90,205	89,360	+ 0.9	.490	.491	— 0.2
Confectionery and ice cream	9	43,716	43,657	+ 0.1	.558	.559	— 0.2
Slaughtering and meat packing	9	61,194	62,186	— 1.6	.544	.541	+ 0.6
Cigars and tobacco	5	7,886	8,901	—11.4	.411	.381	+ 7.9

EMPLOYMENT AND WAGES IN PENNSYLVANIA—(Continued)

Building materials:	28	553,554	535,786	+ 3.3	.567	.560	+ 1.3
Brick, tile and terra cotta products	6	53,344	49,587	+ 7.6	.521	.529	— 1.5
Cement	7	240,736	236,538	+ 1.8	.510	.514	— 0.8
Glass	12	230,775	221,672	+ 4.1	.629	.607	+ 3.6
Pottery	3	28,699	27,989	+ 2.5	.636	.628	+ 1.3
Construction and Contracting:	31	139,916	144,611	— 3.2	.593	.592	+ 0.2
Buildings	16	32,297	30,449	+ 6.1	.765	.793	— 3.5
Street and highway	3	2,751	2,052	+34.1	.696	.791	—12.0
General	12	104,868	112,110	— 6.5	.537	.533	+ 0.8
Chemical and allied products:	16	58,437	57,565	+ 1.5	.498	.496	+ 0.4
Chemicals and drugs	11	46,513	46,429	+ 0.2	.502	.502	0.0
Explosives							
Paints and varnishes	5	11,924	11,136	+ 7.1	.484	.473	+ 2.3
Petroleum refining							
Miscellaneous Industries:	95	563,758	554,589	+ 1.7	.527	.525	+ 0.4
Lumber and planing mill products	19	52,469	48,828	+ 7.5	.482	.495	— 2.6
Furniture	17	68,953	65,241	+ 5.7	.503	.497	+ 1.2
Leather tanning	9	105,670	107,282	— 1.5	.526	.539	— 2.4
Leather products	5	9,951	8,994	+10.6	.444	.444	0.0
Boots and shoes	10	78,435	77,863	+ 0.7	.400	.383	+ 4.4
Paper and pulp products	10	144,520	145,133	— 0.4	.525	.518	+ 1.4
Printing and publishing	22	59,592	59,177	+ 0.7	.732	.727	+ 0.7
Rubber tires and goods	3	44,168	42,071	+ 5.0	.589	.587	+ 0.3
Novelties and jewelry							

Accidents Occurring During Course of Employment Reported to the Bureau of Workmen's Compensation

ACCIDENT REPORTS RECEIVED

1927	Fatal	Permanent Disability	Permanent Disability	Total
January	171	144	14,353	14,668
February	184	154	12,947	13,285
March	168	150	14,182	14,500
April	...	...	......	......
May	...	...	......	......
June	...	...	......	......
1926				
January	150	138	12,677	12,965
February	149	123	11,835	12,107
March	185	202	15,404	15,791
April	145	143	14,106	14,394
May	172	165	14,356	14,693
June	163	142	15,091	15,396
Total—1926	2,135	1,904	176,380	180,419
*Grand Total	27,344	8,606	1,885,690	1,921,640

AGREEMENTS APPROVED

1927	Fatal	Permanent Disability	Permanent Disability	Total
January	158	248	4,760	5,166
February	174	363	3,994	4,531
March	174	321	4,949	5,444
April	...	...	.....	.....
May	...	...	.....	.....
June	...	...	.....	.....
1926				
January	150	288	5,848	6,286
February	105	258	4,479	4,842
March	161	332	5,862	6,355
April	134	339	6,295	6,768
May	147	264	5,826	6,237
June	143	321	6,077	6,541
Total—1926	1,830	3,563	69,942	75,335
*Grand Total	20,847	18,731	685,909	725,487

*Since the inception of the Act—January 1, 1916.

Compiled from Records in the Bureau of Workmen's Compensation

COMPENSATION AWARDED AND PAID

	Awarded					Paid			
1927	Total Compensation Awarded	Fatal Compensation Awarded	Permanent Disability Compensation Awarded	Temporary Disability Compensation Awarded	1927	Total Compensation Paid	Fatal Compensation Paid	Permanent Disability Compensa- Paid	Temporary Disability Compensa- Paid
January	$ 995,196	$528,084	$209,950	$257,162	January	$ 867,381	$331,075	$279,144	$257,162
February	1,097,268	504,421	374,696	218,151	February	746,916	279,197	249,568	218,151
March	977,895	510,805	246,880	220,210	March	855,673	359,705	275,758	220,210
April	....	....	....	....	April	....	....	....	....
May	....	....	....	....	May	....	....	....	....
June	....	....	....	....	June	....	....	....	....
1926					1926				
January	$1,043,269	$362,749	$288,235	$392,285	January	$ 962,679	$275,824	$294,570	$392,285
February	860,267	320,937	223,523	315,308	February	768,985	262,555	190,623	315,807
March	1,227,873	491,084	357,591	379,198	March	1,115,853	398,655	338,000	379,198
April	1,097,350	359,512	319,392	418,446	April	1,015,851	299,268	298,137	418,446
May	1,032,140	406,243	278,324	347,573	May	863,508	249,517	266,418	347,573
June	1,059,713	368,385	304,730	386,598	June	1,025,039	383,923	254,518	386,598
Total—1926	$ 12,979,641	$ 5,278,927	$ 3,384,399	$ 4,316,315	Total—1926	$ 11,037,688	$ 3,529,120	$ 3,192,253	$ 4,316,315
*Grand Total	$114,892,254	$57,092,935	$22,971,345	$34,827,974	*Grand Total	$ 76,148,028	$23,597,419	$17,722,635	$34,827,974

*Since the inception of the Act—January 1, 1916.

** PERMANENT INJURIES

	Loss of Legs		Loss of Arms		Loss of Hands		Loss of Feet		Loss of Eyes	
1927	No.	Amt. Awarded	No.	Amt. Awarded	No.	Amt. Awarded	No.	Amt. Awarded	No.	Amt. Awarded
January	10	$25,714	8	$20,640	13	$26,759	8	$14,708	34	$49,923
February	19	46,639	9	23,220	28	54,922	18	31,609	77	116,274
March	11	28,164	8	19,545	15	28,105	10	16,724	46	70,674
April	..	......	..	......	..	......	..	......	..	......
May	..	......	..	......	..	......	..	......	..	......
June	..	......	..	......	..	......	..	......	..	......
1926										
January	11	$28,475	3	$ 7,740	19	$37,807	15	$28,355	53	$79,570
February	11	26,688	7	18,060	13	26,166	11	19,538	26	41,000
March	14	36,706	11	28,844	27	50,497	24	43,786	51	78,677
April	9	23,170	6	15,480	20	38,614	21	39,064	51	76,027
May	11	26,789	10	25,723	19	39,555	19	32,650	44	68,685
June	14	34,800	10	24,970	18	35,361	17	29,862	53	78,284
Total—1926	124	$311,378	83	$207,090	229	$458,088	192	$344,481	575	$870,732
*Grand Total	1,148	$2,293,905	794	$1,736,042	2,524	$4,512,606	1,452	$2,355,280	6,172	$8,447,377

*Since the inception of the act—January 1, 1916.

**Multiple losses separated respectively.

Note: The above table presents changes in a number of items from similar tables previously published. The changes have been made as information received subsequent to the publication of former tables made such corrections necessary.

** PERMANENT INJURIES—(Continued)

1927	Loss of Fingers		Loss of Phalanges		Miscellaneous		Total	
	No.	Amt. Awarded	No.	Amt. Awarded	No.	Amt. Awarded	Amt. Awarded	Amount Paid
January	98	$33,753	99	$19,164	15	$19,289	$209,950	$279,144
February	154	54,073	97	18,274	13	29,685	374,696	249,568
March	147	39,919	130	23,366	10	20,383	246,880	275,758
April	...	......	...	......	..	......	....	....
May	...	......	...	......	..	......	....	....
June	...	......	...	......	..	......	....	....
1926								
January	140	$48,520	92	$18,143	19	$39,625	$288,235	$294,670
February	141	48,947	106	18,402	12	24,722	223,523	190,623
March	150	52,856	96	18,804	21	47,421	357,591	338,000
April	146	51,185	120	22,297	21	53,555	319,392	298,137
May	109	38,187	80	15,895	11	30,840	278,324	266,418
June	146	50,354	111	19,284	16	31,815	304,730	254,518
Total—1926	1,553	$537,332	1,286	$241,319	188	$413,979	$3,384,399	$3,192,253
*Grand Total	4,540	$1,541,065	3,796	$708,854	494	$1,376,216	$22,971,345	$17,722,635

*Since the inception of the act—January 1, 1916. **Multiple losses separated respectively.

Note: The above table presents changes in a number of items from similar tables previously published. The changes have been made as information received subsequent to the publication of former tables made such corrections necessary.

ACCIDENTS OCCURRING DURING COURSE OF EMPLOYMENT REPORTED TO THE BUREAU OF WORKMEN'S COMPENSATION DURING MARCH, 1927

Cause	Total of All Industries		CONSTRUCTION AND CONTRACTING: Building Construction		Other Construction		Contracting		COAL MINING: Anthracite Coal Mining		Bituminous Coal Mining		Mining, Other Than Coal Mining, and Quarrying		MANUFACTURING: Total of Manufacturing Industries		Chemicals and Allied Products		Clay, Glass and Stone Products		Clothing		Food and Kindred Products		Leather, Rubber and Composition Goods		Lumber, Wood and their Products		Paper and Paper Products and Printing and Publishing		Textiles	
*	F	N F	F	N F	F	N F	F	N F	F	N F	F	N F	F	N F	F	N F	F	N F	F	N F	F	N F	F	N F	F	N F	F	N F	F	N F
Total of all causes	168	14,332	4	672	4	228	1	322	43	2,357	43	2,745	6	166	40	5,375	6	267	3	409	..	169	3	401	..	154	3	309	...	215	4	282
Working Machinery	4	1,193	..	29	..	10	..	9	...	46	1	113	..	6	2	893	..	5	..	35	..	68	..	27	..	34	..	79	...	63	..	94
Boilers and Pressure Apparatus	1	25	..	.....	..	.....	..	.....	...	6	...	......	..	1	1	11	..	....	1	1	..	.....	..	1	..	......	..	1	...	......	..	....
Pumps and Prime Movers	1	41	..	5	..	1	..	6	...	4	...	6	..	1	1	15	1	9	..	.....	..	.....	..	.....	..	1	..	.....	...	......	..	....
Transmission Apparatus	1	61	..	.....	..	1	..	2	1	10	...	17	..	2	..	25	..	4	..	4	..	1	..	2	..	1	..	2	...	......	..	2
Elevators and Hoists	4	61	..	3	..	2	..	1	...	11	...	1	..	1	2	22	1	1	..	2	..	1	..	4	..	1	..	2	...	1	1	4
Cranes and Derricks	4	253	..	18	..	8	1	20	...	6	...	8	..	2	3	172	..	10	..	6	..	.....	..	1	..	1	..	2	...	2	..	....
Cars and Engines	29	1,343	..	4	..	5	..	11	5	302	8	648	..	24	6	117	..	3	..	22	..	.....	..	2	..	1	..	3	...	4	..	....
Motor Vehicles	7	460	1	15	1	7	..	13	...	4	...	5	..	2	3	167	1	13	..	4	..	2	1	32	..	1	..	5	...	12	..	4
Other Vehicles	1	85	..	1	..	1	..	5	...	3	...	1	..	1	1	37	..	1	..	.....	..	.....	1	23	..	......	..	8	...	1	..	....
Hand Trucks	...	216	..	10	..	.....	..	5	...	3	...	......	..	2	..	142	..	3	..	26	..	.....	..	9	..	7	..	4	...	7	..	7
Water and Air Craft	1	19	..	.....	..	.....	..	8	...	......	1	7	..	1	..	1	..	.....	..	.....	..	.....	..	.....	..	......	..	.....	...	......	..	....
Handling Objects—By Hand	7	3,009	..	150	1	52	..	71	1	501	1	379	..	36	3	1,302	..	61	..	135	..	28	..	87	..	32	..	66	...	50	1	52
Hand Tools	3	1,426	..	73	..	22	..	36	...	300	...	301	..	19	2	484	..	30	..	20	..	14	..	38	..	15	..	38	...	6	..	12
Electricity	5	99	..	4	..	.....	..	1	...	7	1	41	1	....	2	30	..	.....	1	4	..	.....	..	2	..	......	..	1	...	1	..	....
Explosive Substances	16	143	..	4	..	3	..	2	7	47	...	28	5	7	4	37	3	10	..	2	..	1	..	3	..	2	1	1	...	2	..	....
Hot and Corrosive Substances	5	463	..	23	..	8	..	6	...	14	...	20	..	1	2	312	..	27	..	11	..	4	1	20	..	9	..	1	...	6	..	6
Falling Objects	62	2,035	1	43	1	32	..	40	26	576	31	821	..	34	1	401	..	14	..	40	..	5	..	20	..	11	1	22	...	6	..	8
Falls of Persons	11	1,954	2	167	1	49	..	52	1	237	...	180	..	14	4	705	..	43	1	49	..	25	..	82	..	24	..	43	...	35	..	56
Stepping upon or Striking Against Objects	2	873	..	99	..	17	..	23	...	150	...	88	..	6	1	383	..	25	..	38	..	18	..	26	..	11	1	23	...	16	..	27
Miscellaneous	4	573	..	24	..	10	..	11	2	130	...	81	..	6	2	169	..	8	..	10	..	2	..	22	..	3	..	8	...	3	2	10

*F—Fatal. N F—Non-Fatal.

ACCIDENTS OCCURRING DURING COURSE OF EMPLOYMENT REPORTED TO THE BUREAU OF WORKMEN'S COMPENSATION DURING MARCH, 1927—(Continued)

Cause	MANUFACTURING—Concluded																TRANSPORTATION AND PUBLIC UTILITIES						OTHER INDUSTRIES									
	METALS AND METAL PRODUCTS																								TRADING							
	Total		Blast Furnaces and Steel Works		Rolling Mills		Foundries and Machine Shops		Fabrication		Car Repair Shops		Automobile Service Stations		Other		Steam Railroads		Other Transportation		Public Utilities		Hotels and Restaurants		Retail		Wholesale		State and Municipal		Miscellaneous	
*	F	N F	F	N F	F	N F	F	N F	F	N F	F	N F	F	N F	F	N F	F	N F	F	N F	F	N F	F	N F	F	N F	F	N F	F	N F	F	N F
Total of all causes	21	3,080	6	136	3	603	1	619	7	1,086	3	473	1	163	..	89	11	668	....	161	2	214	1	108	4	509	1	114	3	234	5	459
Working Machinery	2	453	..	6	1	72	..	96	1	238	..	33	..	8	..	35	....	3	....	2	....	4	..	4	..	27	..	5	..	4	1	38
Boilers and Pressure Apparatus	..	8	..	2	..	....	..	3	..	1	..	2	..	....	..	....	....	3	....	....	....	1	..	....	..	1	..	....	..	2	..	....
Pumps and Prime Movers	..	5	..	1	..	3	..	....	..	1	..	....	..	....	..	....	....	....	....	....	....	1	..	....	..	....	..	....	..	1	..	1
Transmission Apparatus	..	8	..	....	..	1	..	5	..	1	..	1	..	....	..	1	....	....	....	....	....	1	..	....	..	2	..	....	..	....	..	1
Elevators and Hoists	..	6	..	....	..	....	..	2	..	3	..	....	..	1	..	....	....	1	....	....	....	....	..	3	1	8	..	1	..	....	1	7
Cranes and Derricks	3	150	..	4	..	53	..	34	2	39	1	19	..	1	..	....	....	5	....	2	....	4	..	1	..	....	..	1	..	1	..	5
Cars and Engines	6	81	3	5	2	16	..	6	..	7	1	47	..	....	..	1	9	216	....	5	....	6	..	....	1	2	..	1	..	1	..	1
Motor Vehicles	1	92	..	....	..	....	..	2	1	24	..	7	..	59	..	2	....	5	....	65	1	13	..	2	..	60	..	13	..	52	1	37
Other Vehicles	..	4	..	....	..	2	..	1	..	1	..	....	..	....	..	....	....	....	....	1	....	5	..	....	..	12	..	1	..	12	..	5
Hand Trucks	..	77	..	4	..	16	..	17	..	32	..	8	..	....	..	2	....	25	....	5	....	2	..	1	..	9	..	5	..	1	..	6
Water and Air Craft	..	1	..	....	..	....	..	....	..	1	..	....	..	....	..	....	....	1	....	1	....	....	..	....	..	....	..	....	..	....	..	....
Handling Objects—By Hand	2	775	..	24	..	157	..	170	1	319	1	82	..	23	..	16	....	138	....	20	....	45	..	26	..	111	..	39	1	28	1	111
Hand Tools	2	306	2	12	..	38	..	49	..	87	..	93	..	27	..	5	....	41	....	9	....	18	..	14	..	54	..	7	..	15	..	33
Electricity	1	20	..	2	..	5	..	2	1	9	..	2	..	....	..	2	....	1	....	3	1	11	..	....	..	....	..	....	..	1	..	....
Explosive Substances	..	16	..	3	..	....	..	2	..	6	..	1	..	4	..	....	....	2	....	....	....	3	..	....	..	4	..	....	..	4	..	2
Hot and Corrosive Substances	1	226	..	33	..	50	..	70	..	45	..	20	1	8	..	2	....	13	....	3	....	6	1	17	..	7	..	2	1	11	1	20
Falling Objects	..	270	..	11	..	59	..	60	..	96	..	41	..	3	..	5	....	21	....	4	....	14	..	2	1	17	1	10	..	4	..	16
Falls of Persons	3	340	1	22	..	80	1	42	1	96	..	88	..	12	..	8	2	141	....	24	....	53	..	28	..	120	..	21	1	55	..	113
Stepping upon or Striking Against Objects	..	141	..	5	..	32	..	27	..	48	..	19	..	10	..	8	....	21	....	8	....	15	..	5	1	51	..	7	..	17	..	33
Miscellaneous	..	101	..	2	..	19	..	31	..	32	..	10	..	7	..	2	....	31	....	9	....	12	..	10	..	24	..	1	..	25	..	30

*F—Fatal. N F—Non-Fatal.

FIVE-YEAR COMPARATIVE STATEMENT OF ACCIDENTS REPORTED

Month	1923			1924			1925			1926			1927		
	Fatal	Non-Fatal	Total	Fatal	Non-Fatal	Total	Fatal	Non-Fatal	Total	Fatal	Non-Fatal	Total	Fatal	Non-Fatal	Total
January........	223	16,710	16,933	233	15,280	15,513	200	15,339	15,539	150	12,815	12,965	171	14,497	14,668
February.......	221	15,276	15,497	181	14,812	14,993	171	14,208	14,379	149	11,958	12,107	184	13,101	13,285
	444	*31,986*	*32,430*	*414*	*30,092*	*30,506*	*371*	*29,547*	*29,918*	*299*	*24,773*	*25,072*	*355*	*27,593*	*27,953*
March..........	222	15,653	15,875	212	15,989	16,201	158	15,517	15,675	185	15,606	15,791	168	14,332	14,500
	666	*47,639*	*43,305*	*626*	*46,081*	*46,707*	*529*	*45,064*	*45,593*	*434*	*40,379*	*40,363*	*523*	*41,930*	*42,453*
April..........	196	16,689	16,885	151	13,931	14,082	180	14,251	14,431	145	14,249	14,394			
	862	*64,328*	*65,190*	*777*	*60,012*	*60,789*	*709*	*59,315*	*60,024*	*629*	*54,623*	*55,257*			
May...........	226	17,384	17,610	157	13,940	14,097	170	14,523	14,693	172	14,521	14,693			
	1,088	*81,712*	*82,800*	*934*	*73,952*	*74,886*	*879*	*73,838*	*74,717*	*801*	*69,149*	*69,950*			
June...........	188	17,433	17,621	175	14,324	14,499	194	15,656	15,850	163	15,233	15,396			
	1,276	*99,145*	*100,421*	*1,109*	*38,276*	*89,385*	*1,073*	*39,494*	*90,567*	*964*	*84,382*	*35,346*			
July............	221	17,749	17,970	185	14,917	15,102	178	16,440	16,618	193	15,586	15,779			
	1,497	*116,894*	*118,391*	*1,294*	*103,193*	*104,487*	*1,251*	*105,934*	*107,185*	*1,157*	*99,963*	*101,125*			
August.........	216	18,452	18,668	187	14,661	14,848	188	15,141	15,329	183	16,513	16,696			
	1,713	*135,346*	*137,059*	*1,481*	*117,354*	*119,335*	*1,439*	*121,075*	*122,514*	*1,340*	*116,431*	*117,821*			
September......	173	15,504	15,677	167	14,230	14,397	141	14,428	14,569	233	15,866	16,099			
	1,886	*150,850*	*152,736*	*1,648*	*132,084*	*133,732*	*1,580*	*135,503*	*137,033*	*1,573*	*132,347*	*133,920*			
October.........	207	17,380	17,587	180	15,839	16,019	155	13,982	14,137	170	16,389	16,559			
	2,093	*168,230*	*170,323*	*1,828*	*147,923*	*149,751*	*1,735*	*149,485*	*151,220*	*1,743*	*148,736*	*150,479*			
November......	163	15,532	15,695	194	13,389	13,583	133	12,273	12,406	186	14,849	15,035			
	2,256	*183,762*	*186,018*	*2,022*	*161,312*	*163,334*	*1,868*	*161,753*	*163,626*	*1,929*	*163,585*	*165,514*			
December.......	156	14,261	14,417	187	14,018	14,205	141	12,612	12,753	206	14,699	14,905			
Totals........	*2,412*	*193,023*	*200,435*	*2,209*	*175,330*	*177,539*	*2,009*	*174,370*	*176,379*	*2,135*	*178,284*	*180,419*			

Note:—The figures in italics represent the cumulative totals by month under each classification

Commonwealth of Pennsylvania

DEPARTMENT OF LABOR AND INDUSTRY

DIRECTORY OF OFFICES

MAIN OFFICES

Harrisburg: ....Office of the Secretary,
Industrial Board,
Workmen's Compensation Board,
Bureau of Employment,
Bureau of Industrial Relations,
Bureau of Industrial Standards,
Bureau of Inspection,
Bureau of Rehabilitation,
Bureau of Statistics,
Bureau of Workmen's Compensation,
Bureau of Women and Children,
State Workmen's Insurance Fund.

BRANCH OFFICES

Allentown: ....Lehigh Valley State Employment Office,
529 Hamilton Street.
State Workmen's Insurance Fund,
304 Colonial Building.
Altoona: ....Cooperative State Employment Office,
Post Office Building.
Bureau of Inspection,
Bureau of Rehabilitation,
Workmen's Compensation Referee,
Commerce Building.
State Workmen's Insurance Fund,
Central Trust Building.
Dubois: ....Bureau of Rehabilitation,
311 Deposit National Bank Building.
Erie: ....State Employment Office,
10-11 Carney Building.
Franklin: ....State Workmen's Insurance Fund,
316 Franklin Trust Building.
Greensburg: ....Workmen's Compensation Referee.
608-9 First National Bank Building.
State Workmen's Insurance Fund,
309 Coulter Building.
Harrisburg: ....State Employment Office,
Second and Chestnut Streets.
Johnstown: ....State Employment Office,
219 Market Street.
State Workmen's Insurance Fund,
910 United States National Bank Building.
Kane: ....Workmen's Compensation Referee,
Kane Trust and Savings Building.
Lancaster: ....Cooperative State Employment Office,
Y. M. C. A. Building.
Bureau of Inspection,
Workmen's Compensation Referee,
Woolworth Building.
McKeesport: ....Cooperative State Employment Office,
Y. M. C. A. Building.
Meadville: ....Bureau of Inspection,
Masonic Building.

New Castle: ....Cooperative State Employment Office.
Y. M. C. A. Building,
West Washington Street.
Oil City: ....Cooperative State Employment Office,
Y. M. C. A. Building.
Philadelphia: ....State Employment Office (Main Office),
Bureau of Rehabilitation,
1519 Arch Street.
Bureau of Inspection,
Bureau of Workmen's Compensation,
Workmen's Compensation Referee,
Workmen's Compensation Board,
Manhattan Building,
Fourth and Walnut Streets.
State Employment Office for Women,
Bureau of Women and Children,
1924-26 Chestnut Street.
State Workmen's Insurance Fund,
1004 Commercial Trust Building.
Pittsburgh: ....Bureau of Inspection,
Bureau of Rehabilitation.
Bureau of Workmen's Compensation,
Workmen's Compensation Referee,
Fulton Building.
State Employment Office,
622 Grant Street.
State Workmen's Insurance Fund,
401 Park Building.
Pottsville: ....Bureau of Rehabilitation,
Workmen's Compensation Referee,
1 Ulmer Building.
State Workmen's Insurance Fund,
Baird Building.
Reading: ....State Employment Office,
108 North Fifth Street.
Scranton: ....State Employment Office,
116 Adams Avenue.
Bureau of Inspection.
Workmen's Compensation Referee,
State Workmen's Insurance Fund,
Union National Bank Building.
Sunbury: ....State Workmen's Insurance Fund,
Sunbury Trust and Safe Deposit Building.
Wilkes-Barre: ....Bureau of Rehabilitation,
Workmen's Compensation Referee,
Coal Exchange Building.
Williamsport: ....Bureau of Inspection,
707 First National Bank Building.
Workmen's Compensation Referee,
311 First National Bank Building.
Cooperative State Employment Office,
Y. M. C. A. Building,
343 West Fourth Street.
York: ....Workmen's Compensation Referee,
Central National Bank Building.

Note—State Employment Offices are conducted in cooperation with the United States Employment Service.

LABOR AND INDUSTRY

Published monthly by
DEPARTMENT OF LABOR AND INDUSTRY
COMMONWEALTH OF PENNSYLVANIA

Charles A. Waters, *Secretary*

Vol. XIV JUNE, 1927 No. 6

Contents

Page

Policy of Department of Labor and Industry Outlined to Pennsylvania Federation of Labor 3
Charles A. Waters, Secretary of Labor and Industry

Pennsylvania's Five-year Experience with Anthrax 5
Elizabeth B. Bricker, Department of Labor and Industry

How the Department of Labor and Industry Can Aid in the Guarding of Machinery 16
J. M. Sandel, Department of Labor and Industry

Review of Industrial Statistics 19

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POLICY OF THE DEPARTMENT OF LABOR AND INDUSTRY OUTLINED TO PENNSYLVANIA FEDERATION OF LABOR*

By Charles A. Waters, *Secretary*

I appreciate very much the opportunity of addressing a few words to your conference. I know that you do not expect from me a lengthy dissertation on the rights of capital and labor, as I am here only because of the fact that I have the honor to head a department of the state government, in which you are all vitally interested, and I feel it is in this connection that you would hear from me this morning.

The Department of Labor and Industry of the Commonwealth of Pennsylvania is appropriately named, as it recognizes the growing mutuality of interest between labor and capital. A prominent manufacturer some years ago in speaking to the late Mr. Samuel Gompers told him that his gray hair was caused by labor unions, and Mr. Gompers in reply said that most of his troubles were caused by bosses, so that they were about even. There is no doubt that although these words were spoken good naturedly, they contained more truth than fiction. Labor questions have caused many a gray hair on the head of the employer, and have likewise been the source of much trouble to the employe. The discontent, however, occasioned by such questions may be the mainspring of progress, if it is a healthy, normal, and intelligent discontent. I believe that is just what it has been in this country, due to the fact that we have such associations as the Pennsylvania Federation of Labor, manned with intelligent, capable officers, working day in and day out to bring about a better understanding between employer and employe. You may be justly proud of the work you have done, and you deserve the utmost encouragement to carry on your good work.

This is an era of federation and combination. It becomes necessary for laboring men to work in federations exactly as business men find they must often work through corporations. Both kinds of a federation can do much good, and as a necessary corollary, they can both do evil. Each must refrain from arbitrary or tyrannous interference with the rights of others. Organized capital and organized labor alike should remember that in the long run the interest of each must be brought into harmony with the interest of the general public. This is one of the most important interests of the Department of Labor and Industry.

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*Address delivered to Pennsylvania Federation of Labor at its annual convention, May 11, 1927.

The Department was created for the purpose of serving the labor and industrial interests of the Commonwealth and enforcing the laws relating to the safety, health and well-being of employes in industry. I fully realize the importance of the Department as an administrative unit of this great industrial Commonwealth, and I will say to you very frankly that I approach my duties with no panacea for the ills of capital and labor, nor have I the desire or intention of inflicting upon either employer or employe any half-baked ideas as to how they should conduct themselves.

During my administration, employer and employe will be treated justly and fairly. Each have rights which must be and will be respected. The laboring man, bearing in his hand an indispensable contribution to our growth and progress, may well insist, with manly courage and as a right, upon the same recognition as is accorded to any other citizen having a valuable interest in charge.

During the time I head the Department of Labor and Industry the reasonable demands of the laboring man shall be met in such a spirit of appreciation and fairness as to induce a contented and patriotic cooperation in maintaining our industrial supremacy. We will see, so far as is in our power, that all conditions surrounding labor are what they ought to be. Our efforts will conscientiously be directed toward safeguarding life and promoting health and safety in every occupation in which they are threatened or imperiled. This, to my mind, is more than justice and even better, because it is humanity and economy.

In the discharge of my duties I want to count upon your help and I want to feel that I have your cooperation in the task before me. Your federation, I know is, capable of approaching the issues with clear, open minds, rather than with prejudice and bias blinding your vision, and when you have arrived at the consideration of a question I know it will be disposed of in a sane and reasonable manner, with due consideration given to the many interests involved, and to the effect of the particular matter on the general welfare of the country.

In conclusion, let me state that I will welcome the opportunity at any time to discuss with the representatives of your federation the many questions with which you are concerned. I know that I will be benefited by contact with your federation, and I will be always glad to have your advice and counsel in the discharge of my official duties.

PENNSYLVANIA'S FIVE-YEAR EXPERIENCE WITH ANTHRAX

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The Pennsylvania Department of Labor and Industry, in the year 1920, conducted an intensive study of all horsehair dressing establishments in Pennsylvania for the purpose of determining the degree of hazard from anthrax existing in that industry.

In the year 1921 this study of the occurrence and dangers from industrial anthrax was continued by a survey of the tanning industry. Almost without exception all the tanneries operating at that time throughout the State were visited. Detailed histories of cases of anthrax occurring in these establishments were obtained and materials were sampled and subjected to bacteriological examination for the purpose of determining whether or not the anthrax organism was present in the materials being handled. It was found that while anthrax was not extraordinarily prevalent at the time of these studies, it was a decided hazard, especially in the tanning industry. The statistics gathered in these studies were quite incomplete and reliance had to be placed almost entirely upon hearsay evidence, except in those cases in which death occurred, when accurate information as to the cause of death could be obtained from mortality records.

In order to make available, definite information upon the incidence of anthrax and the various points of interest connected with its occurrence, the Department of Labor and Industry established a method by which information is gathered. The information gathered by this method is very much more complete than had heretofore been available. The data are obtained through the cooperation of the State Department of Health, of the Departments of Health of various cities, of the physicians and hospitals treating cases of anthrax, of the manufacturers in whose establishments the cases occur, and of the persons having the disease. It quite frequently happens that not all of these sources can be reached, but through the help of all that are available for each individual case, there is on file in the Department information which is of considerable interest to students of this subject. While the gathering of data was begun practically entirely for the purpose of checking up cases of industrial anthrax, information is also received on cases of non-industrial origin. These cases have no bearing upon the action of the Department of Labor and Industry. They are nevertheless included in this study for

TABLE 1. DISTRIBUTION OF CASES OF ANTHRAX ACCORDING TO INDUSTRY, YEAR OF OCCURRENCE, OUTCOME, AND SEX

Industry	1922				1923				1924				1925				1926				Total			
	Fatal		Non-fatal		Fatal		Non-fatal		Fatal		Non-fatal		Fatal		Non-fatal		Fatal		Non-fatal		Fatal		Non-fatal	
	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F
Total	3	1	18	2	2	0	17	1	2	0	7	1	1	2	12	0	3	0	16	1	11	3	70	5
Tanning	1	0	13	0	0	0	10	0	0	0	4	0	0	0	5	0	1	0	6	0	2	0	38	0
Woolen and Worsted	0	0	1	0	1	0	1	0	0	0	2	1	1	0	4	0	0	0	8	1	2	0	16	2
Hair	0	0	1	2	0	0	3	1	1	0	1	0	0	1	1	0	0	0	1	0	1	1	7	3
Transportation*	0	0	2	0	0	0	2	0	0	0	0	0	0	0	1	0	1	0	0	0	1	0	5	0
Miscellaneous**	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0	1	0	0	0	2	0
Non-industrial	2	1	1	0	1	0	1	0	1	0	0	0	0	1	0	0	1	0	0	0	5	2	2	0

*Persons affected in transportation group include 1 marine superintendent, 1 warehouse superintendent, 1 longshoreman, 1 stevedore, and 2 truckers.

**Persons affected in miscellaneous group include 1 veterinary surgeon and 1 medical student.

the sake of the completeness of the records. These non-industrial cases, however, are not included in the analyses referring specifically to industrial conditions.

In comparing the tables submitted, a number of apparent discrepancies may be noticed in the figures listed for various items. These discrepancies are explained by reason of the fact that in many instances, all data are not available.

In the earlier studies made by this Department, anthrax was found with very much greater frequency in the tanning industry than in any other industry in the State. The figures shown in Table 1 corroborate those previously obtained. Out of 89 cases (80 industrial cases) 40 occurred in the tanning industry. During the period under consideration the cases occurring in tanneries decreased rapidly in the first three years, being 14 in 1922; 10 in 1923; and 4 in 1924. They then increased, but not so rapidly, to 5 in 1925, and 7 in 1926, the latter figure being just one-half the number of cases in the year 1922.

The woolen and worsted industry shows a definite and progressive increase of cases in this period, being 1 in 1922; 2 in 1923; 3 in 1924; 5 in 1925, and 9 in 1926.

The cases occurring in the hair industry, show in these five years, a total respectively of 3, 4, 2, 2, and 1; a gradual decrease, with the exception of the year 1923.

The heading "transportation" includes the somewhat heterogeneous grouping of one marine superintendent, one warehouse superintendent, one longshoreman, one stevedore, and two truckers. This group shows two cases each in the years 1922 and 1923, and one each in the years 1925 and 1926.

Two cases are included under the heading "miscellaneous." One of these cases occurred in a veterinary surgeon practicing in Dauphin County. He had performed an autopsy on a cow, shortly after several other cows in the same herd had died under apparently similar circumstances. His diagnosis of anthrax was confirmed by the laboratory. This case occurred in August 1925, and followed a period of heavy rains during which the meadow in which the herd had been feeding had been innundated by a neighboring stream. No other known cases of anthrax have since occurred in that locality. The other case listed under miscellaneous was that occurring in a medical student who had been handling anthrax cultures in the laboratory during the course of his studies.

Three non-industrial cases occurring in 1922, 1923, and 1924 respectively, were definitely fixed, as cases of shaving-brush infection. One of these cases occurred in Pittsburgh, the other in Columbia County, and the third in Tioga County. Of the other cases, the source of infection of which could not be definitely fixed, and which are listed under non-industrial cases, two occurred in Pittsburgh, two in Philadelphia, one in Somerset County, and one in Schuylkill County.

Among the industrial cases, one occurred in a cattle-hide tannery in Tioga County, one in a cattle-hide tannery in Cameron County, and all the others in or within a radius of twenty miles of the city of Philadelphia.

TABLE 2. DISTRIBUTION OF CASES OF ANTHRAX ACCORDING TO INDUSTRY AND AGE OF INDIVIDUAL

Industry	Under 20 years	20-29 years	30-39 years	40-49 years	50-59 years	60-69 years	Over 69 years	Total
Total	3	25	29	17	8	3	3	88
Tanning	1	11	19	7	1	1	0	40
Woolen and Worsted	1	6	4	2	4	2	1	20
Hair	0	3	3	3	2	0	1	12
Transportation	0	1	2	2	1	0	0	6
Miscellaneous	0	1	0	1	0	0	0	2
Non-industrial	1	3	1	2	0	0	1	8

In Table 2 a tabulation is made of the ages of the individuals in which infection occurred in the various industries. The age group between 20 and 39 years, the years of most active industrial employment, claimed the greatest number of cases. It is interesting to note that one-half of all the cases in each group occurred in this age limit, with the exception of the tanning group. In this industry three-fourths of the cases occurred in these years. The type of work in tanneries in which the greatest exposure to anthrax is found is in the rather unskilled occupations calling for strength. The figures in this table bear out this statement, with the large proportion of cases occurring in the years of a man's greatest physical vigor. Thirty-five per cent of all cases in the woolen and worsted industry occurred after 49 years of age, the hair industry ranking next with 25 per cent in this age grouping. All other industries considered, showed a very much smaller percentage of cases in this group. Both the woolen and worsted industry and the hair industry offer opportunities for work in certain departments in which great physical strength is not a requisite. It was in this type of occupation that most of the anthrax cases credited to these industries occurred.

Table 3 lists the anatomical location of the anthrax lesions according to the industry in which they occurred. General statistics of anthrax indicate that exposed portions of the body are the most frequent sites for the development of the lesion. Figures shown in the table corroborate this observation. A number of factors contribute to this distribution. Abrasions are more common on the parts of the body unprotected by clothing. The face, neck, and forearm are readily accessible and are often the sites of pimples or other small skin lesions which the individual picks at (frequently with dirty hands) in order, as he thinks, to hasten their healing. The face and neck are subject to nicking with the razor in shaving. The neck and shoulders are frequently scratched by sharp edges of materials carried on the shoulder. Any one of these injuries may be infected, if not at the time the break in the skin occurs, subsequently by rubbing the lesion with material or with hands carrying the anthrax organism. It might be supposed that the hands would be the most frequent site of infection because they, of all parts of the body, are most apt to come in contact with infected material in the course of its manufacture. The reason that anthrax lesions so seldom appear on the hands is probably due to the fact that they are washed more frequently and more energetically than any other part of the body, and because of this, the organism has less opportunity for gaining a foothold in any breaks of the skin which may be present on the hands.

TABLE 3. ANATOMICAL LOCATION OF ANTHRAX LESION ACCORDING TO INDUSTRY

Industry	Face	Ear	Neck	Chest	Arm	Forearm	Hand	Leg	Total
Total	37	2	19	2	7	16	2	3	88
Tanning	15	2	9	1	4	6	1	2	40
Woolen and Worsted	8	0	4	0	2	6	0	0	20
Hair	5	0	1	1	1	2	1	1	12
Transportation	4	0	2	0	0	0	0	0	6
Miscellaneous	1	0	0	0	0	1	0	0	2
Non-industrial	4	0	3	0	0	1	0	0	8

The cases of anthrax have been tabulated according to the promptness with which they received medical care. These data are presented in Table 4. It is generally accepted that there is practically no reason why a case of anthrax, if promptly recognized and prop-

TABLE 4. DAY OF ILLNESS ON WHICH INDIVIDUAL RECEIVED FIRST TREATMENT SHOWN WITH REGARD TO INDUSTRY AND OUTCOME OF DISEASE

Industry	1st day		2nd day		3rd day		4th day		5th day		6th day		7th day		8th day		Total	
	F	N F	F	N F	F	N F	F	N F	F	N F	F	N F	F	N F	F	N F	F	N F
Total	0	10	4	14	3	17	0	17	1	7	0	3	1	1	1	0	10	69
Tanning	0	5	1	9	0	10	0	9	0	3	0	2	0	0	0	0	1	38
Woolen and Worsted	0	2	1	2	1	2	0	3	0	4	0	0	0	0	1	0	3	13
Hair	0	1	0	3	1	3	0	2	1	0	0	0	0	0	0	0	2	9
Transportation	0	0	0	0	0	1	0	2	0	0	0	1	1	1	0	0	1	5
Miscellaneous	0	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	2
Non-industrial	0	1	2	0	1	0	0	1	0	0	0	0	0	0	0	0	3	2

F—Fatal. N. F.—Non-fatal

erly treated according to present-day scientific principles should not make a speedy and uneventful recovery. It is noted from the table that of all cases receiving treatment on the first day of illness, everyone recovered. Of the 18 cases receiving their first treatment on the second day of illness, 4 died. In not one of these fatal cases was the specific serum treatment given when the case was first seen. Of the three cases resulting in death, in the group of twenty receiving medical attention for the first time on the third day of their illness, only one received the specific treatment as early as that day. The data on this table do not show a regularly progressive increase in fatalities corresponding to the delay in administering treatment, but they do show conclusively the advantage of prompt and efficient treatment. An interesting fact is brought out in comparing cases occurring in the tanning industry with the non-industrial group. In the former, by reason of the well-known possible exposure in that occupation, the attending physician would naturally view with suspicion any sore bearing the slightest resemblance to the anthrax lesion and would initiate prompt procedure for diagnosis and specific treatment. On the other hand, in persons not known to be exposed to possible infection, the condition is frequently undiagnosed until the chance for recovery has passed.

TABLE 5. CASES OF ANTHRAX SHOWING LENGTH OF DISABILITY ACCORDING TO INDUSTRY

Industry	Less than 20 days	20-29 days	30-39 days	40-49 days	50-59 days	60-69 days	70-79 days	80-89 days	90-99 days	100 days and over	Cases resulting in death
Total	2	15	8	12	7	2	8	4	3	4	14
Tanning	1	10	3	6	5	1	5	2	1	1	1
Woolen and Worsted	1	1	2	3	1	1	2	1	1	1	3
Hair	0	2	2	1	0	0	1	1	0	1	2
Transportation	0	0	1	2	0	0	0	0	0	1	1
Miscellaneous	0	1	0	0	1	0	0	0	0	0	0
Non-industrial	0	1	0	0	0	0	0	0	1	0	7

In any discussion of injuries, aside from the cost of treatment, the length of disability is the most important economic item. For that reason Table 5 is given, showing cases occurring in the various industries with reference to the time lost by the individuals.

These data would be more significant if expressed in percentages of the total number of cases in each industry, but the totals in most of the industries considered are so small as to make figures given in percentages misleading. Attention is, however, called to the tanning industry in which the individuals receiving, on the whole, early treatment showed shorter disabilities. In this connection, it is interesting to note that the total number of days lost in each industry is as follows: among 36 individuals in the tanning industry there was one fatality and in addition 1669 days were lost by the persons who recovered. Counting 300 working days to the year this industry shows a loss of one man's time of more than 5½ years in the period under discussion. In the woolen and worsted industry among a total of 17 individuals there were three deaths and those recovering lost 803 days, about 2 2/3 years. Among the 10 persons in the hair industry, 2 died and the remaining eight lost a total of 473 days, slightly over 1½ years. The five workers listed in the transportation group showed a time loss of 234 days and one fatality.

TABLE 6. CASES OF INDUSTRIAL ANTHRAX SHOWING LENGTH OF DISABILITY WITH RELATION TO PROMPTNESS IN RECEIVING MEDICAL ATTENTION

Day on which first treatment was received	Number of cases in each group	Days elapsing between onset of disease and return of individual to work										Number of cases resulting in death
		Less than 20 days	20-29 days	30-39 days	40-49 days	50-59 days	60-69 days	70-79 days	80-89 days	90-99 days	100 days and over	
1st day	9	0	1	1	2	3	1	1	0	0	0	0
2nd day	14	2	2	1	2	2	1	2	0	0	0	2
3rd day	18	0	8	1	2	1	0	1	1	1	1	2
4th day	11	0	2	2	3	1	0	0	2	1	0	0
5th day	7	0	1	1	0	0	0	1	1	0	2	1
6th day	2	0	0	1	0	0	0	1	0	0	0	0
7th day	2	0	0	0	0	0	0	0	0	0	1	1
8th day	1	0	0	0	0	0	0	0	0	0	0	1[1]

Table 6 shows an analysis of time lost in relation to the date on which the individual first received treatment. This table while showing too few cases in every group to make a listing of percentages especially significant is of great interest in indicating that the trend of results is toward a shortening of disability with the earlier treatment.

The most important factor in the control of any disease is knowledge as to its origin. This is particularly necessary in the control of infectious diseases. In gathering data on the cases of anthrax occurring in Pennsylvania, an effort was made to ascertain the country of origin of the material suspected of carrying infection. This is extremely difficult to do as material from several countries is usually handled at the same time. On the other hand, infected material worked in a plant may leave behind in vats, in bins, or on equipment anthrax spores which later may readily infect material coming from uninfected animals or may infect the worker direct. It is nevertheless important to know which countries are suspected of sending infected material into the United States.

TABLE 7. COUNTRY OF ORIGIN OF MATERIAL SUSPECTED OF CARRYING ANTHRAX SPORES SHOWN IN RELATION TO INDUSTRY IN WHICH CASES OCCURRED

Industry	Number of cases	Abyssinia	Mombasa	Nigeria	Africa	East Africa	South Africa	Arabia	China	India	Java	Syria	Asia	Italy	Latvia	Russia	Brazil	Argentine	South America	Central America	Mexico	Cuba	United States
Total	49	2	1	1	10	1	2	5	15	11	1	3	3	1	1	1	4	3	12	1	4	1	3
Tanning	30	2	1	1	10	1	1	5	8	6	1	0	0	1	0	0	4	1	6	1	4	1	1
Woolen and Worsted	8	0	0	0	0	0	0	0	5	4	0	3	3	0	0	0	0	0	3	0	0	0	0
Hair	7	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0	2	3	0	0	0	1
Transportation	3	0	0	0	0	0	1	0	2	1	0	0	0	0	0	1	0	0	0	0	0	0	0
Miscellaneous	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1

Table 7 lists the countries from which came the materials being handled by the workers in the various industries at the time that anthrax was contracted. It is, of course, impossible to fix the infection as coming definitely from a particular country when materials from several countries are being handled. The greater the length of time, however, over which this information is gathered the greater the possibility of locating the countries consistently sending into this State anthrax-infected materials.

The Bureau of Animal Industry endeavors to control the introduction and spread of anthrax among live stock in the United States by certain regulations regarding the importation into this county of material apt to carry infection.

In brief, it requires that these materials be accompanied by a certificate of the United States consular officer for the district from which the materials are shipped stating that anthrax is not prevalent in the district or that the material has been disinfected. If unaccompanied by such certificate the material must be disinfected in this country in accordance with regulations made by the Bureau of Animal Industry.

Table 8 shows the cases of anthrax occurring in the various industries grouped according to the certification or non-certification, under these orders, of the materials handled just prior to the development of the lesion. In the cases in which the individual was known to have handled both certified and uncertified materials they are grouped under the heading "mixed."

TABLE 8. MATERIAL HANDLED BY INDIVIDUALS CONTRACTING ANTHRAX CONSIDERED WITH REGARD TO CONDITIONS UNDER WHICH IT ENTERED THE COUNTRY UNDER THE BUREAU OF ANIMAL INDUSTRY REGULATIONS, ANALYZED BY INDUSTRY AND YEAR OF OCCURRENCE

Industry	1922			1923			1924			1925			1926			Total		
	Certified*	Uncertified**	Mixed***	Certified	Uncertified	Mixed	Certified	Uncertified	Mixed	Certified	Uncertified	Mixed	Certified	Uncertified	Mixed	Certified	Uncertified	Mixed
Total	8	1	2	4	5	4	2	0	0	2	3	1	9	2	1	25	11	8
Tanning	6	1	2	2	3	4	1	0	0	0	3	1	4	2	1	13	9	8
Woolen and Worsted	0	0	0	0	0	0	0	0	0	0	0	0	3	0	0	3	0	0
Hair	1	0	0	2	1	0	1	0	0	2	0	0	1	0	0	7	1	0
Transportation	1	0	0	0	1	0	0	0	0	0	0	0	1	0	0	2	1	0

*Certified means certified by a United States consular officer that the shipment comes from a district in which anthrax is not prevalent or that it has been disinfected.

**Uncertified means that the material has been admitted to the United States without a consular certificate as described above and must therefore be disinfected after its arrival in this country.

***Mixed means that both certified and uncertified materials were being handled by the individual contracting anthrax.

Data here shown demonstrate conclusively that even though thoroughly disinfected at its destination, the material must pass through a number of hands before such disinfection is possible and that even though this procedure protects the live stock of the country, it does not protect the workers handling the material prior to disinfection.

The number of cases of anthrax occurring in persons handling certified stock shows that this certification too, cannot be relied upon to protect the worker. It is manifestly impossible for the consular officer invariably to be accurately informed on conditions in his district.

It would seem that the most desirable way of coping with this situation would be the establishment, in various strategic ports, of disinfecting stations in which all materials could be disinfected before shipment. Another alternative would be for the Federal Government to establish in several ports of the United States, disinfecting stations through which all material would have to pass, and where it would be properly disinfected before being sent to its destination. A number of problems would have to be solved before either of these plans could be put into practice, but neither of them is visionary.

In 1921, the British Government established a trial station for the disinfecting of wool at Liverpool which, reports say, is operating successfully.

In the year 1923, in a conference in this Department a representative of the Bureau of Animal Industry stated that in his opinion the operation of the British Government disinfecting station would cause more anthrax-infected wool to be diverted to this country than had heretofore been received. His prediction seems to have been fulfilled. Reference to Table 1 shows that in Pennsylvania alone the number of cases occurring in the woolen and worsted industry in the past five years has consistently increased.

Until such time as anthrax-infected material can be kept out of this country or effectively disinfected before being distributed to our manufacturing establishments, anthrax-prevention methods can be, at best makeshifts. A definite effort can be made, however, to minimize the danger now existing in the industries in which anthrax is occurring. Among these measures are the installation of adequate washing facilities, and insistence on their use; the minimizing of dust by the removal of dust from dusty processes, and by the elimination of dry sweeping, substituting vacuum cleaning or the thorough wetting of floors before sweeping; proper medical care of employes, including prompt dressing of all breaks in the skin, and subsequent daily inspection of such injuries in order that anthrax developing on the site may be quickly recognized and treated; instruction of all workers in the dangers to which they are exposed, and urging upon them the necessity of receiving immediate medical attention for all affections of the skin.

Instruction of the workers is aided by posters showing, in colors, the different stages of the cutaneous form of anthrax and at the same time urging prompt medical attention. The value of such posters has been brought to the notice of this Department on several occasions. In two instances, in the cases tabulated, the diagnosis if not actually made by the patient himself, was suggested to the attending physician by the patient. The marine superintendent who had received his training in the British shipping industry told his physician that the sore on his face looked to him like anthrax, a condition against which all sailors were constantly warned by posters and verbal instruction. In another instance a young man, the son of a partner in a large tanning establishment, also called the attention of his physician to the similarity between his lesion and an illustration on a poster put out by the British Government calling attention to anthrax.

During the tannery survey conducted by this Department in 1921, colored posters issued by a large corporation were found prominently displayed in all the tanneries of the company and the universal comment of the managers of these plants at that time was that they were regarded as serving a very useful purpose. A personal letter received a short time ago from the Senior Medical Inspector of Factories for Great Britain says "We find the anthrax warning placard in colors invaluable." Such a placard is now being prepared for distribution by this Department and may be secured on request.

HOW THE DEPARTMENT OF LABOR AND INDUSTRY CAN AID IN THE GUARDING OF MACHINERY

By J. M. Sandel, *Director*
Bureau of Industrial Standards

Nowadays the guard is a part of the machine. Belts and pulleys, gears, short shafting, and couplings are almost universally protected, and under the present supervision of the various inspection agencies, the guards are in place most of the time. Foremen and workmen have recognized the fact that there is a necessity for guards for dangerous moving parts, and have done their part in promptly replacing guards when they have been removed for making repairs and adjustments.

At one time is was common practice to provide guards with hinged parts that would permit opening for oiling and cleaning out. Compressed air is largely used in industry today and is being used for cleaning out the inside of guards, and is easier to use than anything else when the guards are made of woven wire or expanded metal. Oiling can often be more easily done by providing extended grease cups that are outside the guard, or by attaching a small pipe to the bearing, and running it to the outside of the guard. This is not feasible unless the machine is located in a room that is heated, as grease and oil will not readily flow in cold temperatures.

One manufacturer has provided a system of lubrication whereby a large quantity of grease is kept at one central point from which pipe lines run to each bearing or part that should be lubricated. At periodic intervals the grease can be "shot" to every moving part; a method which facilitates oiling, requires less time, and insures good lubrication. This scheme is similar to the "one-shot lubrication system" of some automobiles.

Although the old machinery in a plant is usually well guarded, what about the new machinery? I well remember a trip I took through a large tannery with a master mechanic. We came into the yard alongside the receiving room where a new machine was being unloaded from a wagon. When the master mechanic saw it he exclaimed, "Look at that, not a sign of a guard on that machine! It will cost fifty dollars to provide guards for it. Why is not the manufacturer required to guard all machinery before it leaves his plant?"

That particular plant was a pioneer in devising guards for different kinds of tannery machines, and much of the work was done by that same master mechanic. He looked forward to the time when all machinery in his plant would be guarded and he earnestly desired the manufacturer's cooperation in providing guards on all new machines.

There is a valid objection to requiring manufacturers to provide necessary safeguards for moving parts because many companies maintain a guard-construction department and prefer to build their own guards. In such a case the cost may be in favor of the user, and the user is certain to be satisfied with the completed job. Where it is necessary to secure the approval of the Department of Labor and Industry or an insurance carrier, representatives may be called in to comment on the work that is planned or completed. However, many manufacturers are supplying guards for the machines that they make, and the buyer can have the choice of several kinds of guards at an increased cost of a totally unguarded machine. Some machinery is sold entirely unguarded, and no provision is made for providing guards, while still other machinery is sold completely guarded so that it complies with all legal requirements.

The inspectors of the Department of Labor and Industry carry a card with them which reads as follows:

PENNSYLVANIA
DEPARTMENT OF LABOR AND INDUSTRY
BUREAU OF INSPECTION

DANGEROUS

By authority of an Act of Assembly, No. 226, approved May 2, 1905, P. L. 352, the machine, elevator or apparatus to which this card is attached is put out of service, and must not be used until all instructions in respect thereto have been complied with, and notice sent to inspector, who alone may remove this notice. To remove this notice or to use the machine, elevator or apparatus to which it is attached before the same is made safe, is a misdemeanor, punishable by fine and imprisonment.

Date ....192... ....
Inspector

At present the card is rather infrequently used because the authority given by Act No. 226 as mentioned on the card is extensive and can cause considerable inconvenience. If new machinery is purchased without guards, it is required of the user of the machinery to provide necessary guards. If guards are not provided, the inspector has the authority to place the card on the machine.

To avoid such action, with its consequent inconvenience and cost, the Department invites all manufacturers to give it the opportunity to assist them in ordering guards for machines. One of the inspectors of the Department of Labor and Industry found a small pipe-threading machine in operation that had several hazardous features. The Harrisburg office was notified and the manufacturer was requested to submit his machine for the approval of the Department. This gave the Department an opportunity to suggest guards which were needed to make his machine a safe one. He accepted the invitation. The necessary guards were specified and provided, the machine was given the approval of the Department; and every purchaser is assured that no additional guards will be needed on the machine bought from this manufacturer.

This is an excellent way to prevent accidents, and at the same time to assure continued operation. Consulting the Department before machinery is purchased may prevent much difficulty concerning safeguards. It has been said that less effort is required to prevent an accident than to report one. It is also true that it is much easier to provide guards before the machine is put into position than afterward.

REVIEW OF INDUSTRIAL STATISTICS

Prepared by
The Bureau of Statistics

THE LABOR MARKET

The slight depression in manufacturing employment recorded during April was reflected by an increase in the number of persons applying for work at State employment offices. The total number of persons seeking employment thru the State employment offices during April was reported as 11,397, comprising 7,353 male and 4,044 female applicants. This total is an increase of 2.2 per cent over the average for the first three months of the year and corresponds rather closely to the 2.9 per cent reduction in manufacturing employment reported for April. Total applications for April, 1927, are 5.8 per cent below April, 1926.

Requests by employers for workers were much stronger than in March particularly in the building and construction group. Decided improvement in the proportion of applicants to available jobs was reported for April. This ratio per 100 jobs open has been reduced from 253 in January, 1927, to 182 in April.

Through the medium of the State employment service 3,747 men and 1,561 women succeeded in securing satisfactory employment during April. While the number of placements reported for April is 31 per cent below the total for April last year, the number placed represents a gain over any of the first three months of 1927. The ratios of applicants per 100 placements for the first four months of 1927 compare as follows: January 293, February 296, March 252, and April 215.

There were but two industry groups in which the available supply of workers was inadequate to fill employers' orders. This deficiency of workers existed in the furniture industry and in quarries. All other industry groups are shown to have had a supply of workers well in excess of immediate demands. A large surplus of workers was particularly evident in the metals, transportation, and mercantile industry groups. Applicants for work in the last named group outnumbered the available openings by nearly 3 to 1. Aided by increased activity in the construction industry, the demand for unskilled labor picked up rapidly. Day workers also were in demand by housewives to assist in the spring house-cleaning campaign.

Unemployment seems much more prevalent in Philadelphia and Pittsburgh than in the smaller cities. The number of applicants for work registered in Philadelphia and Pittsburgh exceeded the openings listed by 122 per cent and 174 per cent, respectively, while the surplus of applicants over calls for other cities of the State where full time employment offices are maintained is shown to be much smaller as follows: Allentown 23 per cent, Altoona 12 per cent, Erie 45 per cent, Harrisburg 27 per cent, Johnstown 33 percent, Reading 23 per cent, and Scranton 73 per cent.

EMPLOYMENT, WAGES AND HOURS WORKED

Employment as reported by 836 manufacturing establishments and 39 construction companies in April dropped 2.9 per cent below the March total. This means that actual retrenchments of working forces were made involving the dismissal or furlough of more than 8,500 workers. Wage payments for the weekly payroll nearest the 15th of April were $200,000 below the corresponding week in March. Average weekly earnings in April were practically the same as for March. Construction and contracting showed a seasonal gain, all other industry groups shared in the employment decline.

In the metals group, car construction and repair showed the greatest reduction in volume of employment. One company in this group laid off 1,400 men during the period, March 15 to April 15. The employment losses were greater in new construction work than in car repairs.

Fourteen firms in the electrical machinery and apparatus group reported decreased employment. Working hours were cut considerably. The losses in battery manufacture were large.

Slight reductions in employment were reported by a majority of firms in the engines and machine tool group.

The demand for iron and steel forgings seemed very light with the exception of forged automobile parts. Average weekly earnings in this group were much lower than in March.

Seasonality of work was responsible for the low average of weekly earnings in the felt hat industry. Earnings, however, are 10 per cent higher than in April, last year.

In the confectionery and ice cream industry, the employment losses reported were all from candy companies. All ice-cream manufacturers reported employment gains.

The cigar and tobacco industry registered a tremendous drop in employment during April, amounting to more than 24 per cent. The necessity for this drastic cut was explained in the reports as being due to extremely dull business caused by general overproduction during recent months. The prevalent practice of taking 2 to 5 days vacation at Easter time helped to lower average weekly earnings.

In the building materials group slightly increased employment was reported. The installation of new machinery in brick plants has increased both production and earnings.

Increased employment in the construction industry, amounting to a gain of 9.3 per cent over March, was brought about during April by the arrival of weather favorable to construction work. Building construction expanded and showed an employment gain of 15.7 per cent over March. Last year the gain in April over March for the building construction group was only 6.6 per cent. Undoubtedly, the very mild weather prevalent in April, 1927, had some share in causing employment for the building industry to expand more rapidly in April this year than in April, 1926. Employment for the street and highway group shows an enormous gain over March. Average weekly earnings for the building and general construction groups show slight change from March. The 23.8 per cent loss in average weekly earnings for the street and highway group is due to the fact that the number of days worked per week amounted to little more than three. The fact that much of the increased employment for this group was of the common labor class also was a factor. The average hourly wage rate for the street and highway group dropped from 69.6 cents in March to 56.3 cents in April.

Production of rubber tires and goods showed the usual presummer advance.

INDUSTRIAL ACCIDENTS AND COMPENSATION COSTS

Fatal accidents occurring to those employed in the industries of Pennsylvania numbered 170 during the month of April, 1927. This is a gain of 4 over the number of fatal accidents reported during March, 1927, and an increase of 25 over the total reported for April, 1926. The April fatalities bring the total number of fatalities reported to the Bureau of Workmen's Compensation during the first four months of 1927 to 690. This total compared with the fatal accident record for the first four months of 1926 shows a gain in 1927 of 61 accidents, or nearly 10 per cent. The increased operation of anthracite coal mines this year over last year is the factor responsible for this higher total of fatal accidents. Anthracite coal mines during the first four months of 1926 reported only 89 fatal accidents compared to 159 for the first four months of this year, a gain of 79 per cent. In other words, with the fatality record of anthracite coal mines excluded, because of their incomparability with last year's record, the number of industrial fatalities for the first four months of 1927 is actually lower than for the same months of last year.

A total of 12,693 non-fatal accidents were reported during April. This is the smallest number of non-fatal injuries reported during any month since February, 1926, when 12,107 was the number reported.

There has been a decided reduction in the frequency of non-fatal accidents over last year. The extent of the reduction may be judged from the fact that even with the accidents for anthracite mines included in the comparison there has been a slight reduction in non-fatal accidents from last year. With accidents for the anthracite industry excluded, the reduction amounts to approximately 6 per cent.

Coal mines in April again lead other industry groups in the number of fatal accidents reported with a total of 41 for anthracite mines and 42 for bituminous mines.

Manufacturing industries established a remarkably low fatality record in April and reported only 26 fatal accidents. Normally, fatalities in manufacturing industries average about 40 monthly. The chemical, textile, and metal groups show greatest improvement over March. The food and kindred products industry was the only one of the manufacturing group to show an increase in fatal accidents over March. Four fatalities in the food industry were reported for April compared to 2 for March.

The seasonal expansion of building activities was reflected in the number of fatal accidents reported for the building and contracting industry. Sixteen fatal accidents were reported for this group, a gain of 7 over March. Eight of the 16 deaths occurred during the course of building erection.

Quarries reported 4 deaths during April, or 2 less than in March.

After a comparatively good accident record in March, fatal accidents in the transportation industry reached a total of 18 deaths in April, or an increase of 7 over March. Fourteen of the 18 deaths were caused by cars or engines on steam railroads. Other accidents in the transportation industry occurred as follows: two men were drowned when a river barge capsized; a switch-tender for a street railway company was killed by a taxi cab; a pump station attendant for a pipe line company attempted to place a transmission belt on a pulley while in motion and was drawn into the pulley wheel and killed.

Fatal accidents were reported by other industry groups in the following numbers: public utilities 1, retail stores 4, wholesale houses 2, state and municipal 10, and miscellaneous 6.

Falling objects with 39, cars, and engines with 35, and explosive substances with 29, were again the predominating causes of death in industrial employments. The total for falling objects in April was 36 per cent lower than in March, while the totals for cars and engines and explosive substances were 21 per cent and 93 per cent higher, respectively. Other accident causes showing considerable gains over March were machinery, motor vehicles, and hand tools. Mechanical aparatus were responsible for 14 per cent of the deaths in industry during April, vehicles for 32 per cent, hot, corrosive, or explosive substances for 19 per cent, and the remaining 35 per cent were due to causes not related to the operation of mechanical devices. Falls of roof in mines was the principal cause of death in the non-mechanical group.

The utter disregard by motorists of the warning flags indicating road repair work in progress is effectively demonstrated by the April reports. Six men engaged in road repair work were struck and killed by passing motorists during April. Needlessly, the cost of human life is added to the already high cost of construction and maintenance of road surfaces by those who drive recklessly.

A most unusual case was recorded during the month. A saleslady in a retail store, accustomed to using her hair as a convenient pencil holder, jammed a pencil tip into her scalp, and compensation was awarded to her dependents because the infection resulting from her scalp injury caused her death.

Compensation agreements were approved during April in 7,191 cases involving awards that totaled $848,617. Of this amount $39,365 was awarded in fatal cases, $206,586 for permanent disabilities, and $248,381 for temporary disabilities. The number of awards in fatal and permanent disability cases was low, while the number in cases of temporary disability was high. The duration of disability for temporary cases averaged less than five weeks including the non-compensable period of 10 days This short average period of disability denotes some lessening of the severity of accidental injuries.

Duplicate copies of receipt vouchers filed with the Bureau of Workmen's Compensation indicate that payments aggregating $785,120 were actually made on compensation cases during April.

The $3,919,976 total of compensation awards for the first four months of 1927 are 7.3 per cent below last year.

EMPLOYMENT AND WAGES IN PENNSYLVANIA

Group and Industry	No. of Plants Reporting	Number of wage earners—week ended			Total weekly wages—week ended			Average weekly earnings—week ended		
		April 15, 1927	March 15, 1927	Per cent Change	April 15, 1927	March 15, 1927	Per cent Change	April 15, 1927	March 15, 1927	Per cent Change
ALL INDUSTRIES (*46*)	865	283,374	291,945	— 2.9	$7,587,796	$7,786,479	— 2.6	$26.78	$26.67	+ 0.4
Metal Manufactures:	285	149,729	153,634	— 2.5	4,336,870	4,452,346	— 2.6	28.96	28.98	— 0.1
Automobiles, bodies and parts	17	10,516	10,450	+ 0.6	320,103	314,305	+ 1.8	30.44	30.08	+ 1.2
Car construction and repair	20	20,645	22,239	— 7.2	599,533	651,341	— 8.0	29.04	29.29	— 0.9
Electrical machinery and apparatus	19	6,695	7,087	— 5.5	153,610	173,315	—11.4	22.94	24.46	— 6.2
Engines, machines, and machine tools	38	10,753	11,444	— 6.0	314,811	340,329	— 7,5	29.28	29.74	— 1.5
Foundries and machine shops	57	9,437	9,434	+ 0.0	282,175	281,749	+ 0.2	29.90	29.87	+ 0.1
Heating appliances and apparatus	15	3,799	3,875	— 2.0	113,085	115,284	— 1.9	29.77	29.75	+ 0.1
Iron and steel blast furnaces	12	13,119	13,615	— 3.6	378,291	369,624	+ 2.3	28.84	27.15	+ 6.2
Iron and steel forgings	10	2,948	2,975	— 0.9	65,237	71,685	— 9.0	22.13	24.10	— 8.2
Steel works and rolling mills	36	39,810	40,659	— 2.1	1,180,677	1,229,450	— 4.0	29.66	30.24	— 1.9
Structural iron works	17	4,533	4,537	— 0.1	125,560	125,017	+ 0.4	27.70	27.55	+ 0.5
Miscellaneous iron and steel products	24	18,878	18,600	+ 1.5	571,885	551,659	+ 3.7	30.29	29.66	+ 2.1
Shipbuilding	3	5,996	6,138	— 2.3	164,766	163,125	+ 1.0	27.48	26.58	+ 3.4
Hardware	8	1,774	1,739	+ 2.0	46,329	45,076	+ 2.8	26.12	25.92	+ 0.8
Non-ferrous metals	9	826	842	— 1.9	20,808	20,387	+ 2.1	25.19	24.21	+ 4.0
Textile products:	171	53,932	55,556	— 2.9	1,175,136	1,219,506	— 3.6	21.79	21.95	— 0.7
Carpets and rugs	9	2,676	2,791	— 4.1	70,238	70,008	+ 0.3	26.25	25.08	+ 4.7
Clothing	34	5,375	5,441	— 1.2	95,991	103,302	— 7.1	17.86	18.99	— 6.0
Hats, felt and other	5	4,364	4,470	— 2.4	99,357	119,383	—16.8	22.77	26.71	—14.8
Cotton goods	16	4,625	4,695	— 1.5	109,774	113,662	— 3.4	23.73	24.21	— 2.0
Silk goods	42	17,421	18,228	— 4.4	335,498	341,105	— 1.6	19.26	18.71	+ 2.9
Woolens and worsteds	15	6,119	6,519	— 6.1	134,198	145,104	— 7.5	21.93	22.26	— 1.5
Knit goods and hosiery	40	11,341	11,315	+ 0.2	278,830	272,884	+ 2.2	24.59	24.12	+ 1.9
Dyeing and finishing textiles	10	2,011	2,097	— 4.1	51,250	54,058	— 5.2	25.48	25.78	— 1.2
Foods and tobacco:	108	18,670	21,529	—13.3	389,086	451,125	—13.8	20.84	20.95	— 0.5
Bakeries	33	4,596	4,571	+ 0.5	135,810	136,324	— 0.4	29.55	29.82	— 0.9
Confectionery and ice cream	24	3,594	3,721	— 3.4	84,389	85,548	— 1.4	23.48	22.99	+ 2.1
Slaughtering and meat packing	13	1,986	2,013	— 1.3	55,875	57,110	— 2.2	28.13	28.37	— 0.8
Cigars and tobacco	38	8,494	11,224	—24.3	113,012	172,143	—34.3	13.30	15.34	—13.3

EMPLOYMENT AND WAGES IN PENNSYLVANIA—(Continued)

Building materials:	69	20,836	20,977	— 0.7	609,697	593,624	+ 2.7	29.26	28.30	+ 3.4
Brick, tile and terra cotta products	27	4,460	4,421	+ 0.9	122,365	114,224	+ 7.1	27.44	25.84	+ 6.2
Cement	14	7,463	7,390	+ 1.0	237,968	227,431	+ 4.6	31.89	30.78	+ 3.6
Glass	24	8,040	8,265	— 2.7	225,487	227,257	— 0.8	28.05	27.50	+ 2.0
Pottery	4	873	901	— 3.1	23,877	24,712	— 3.4	27.35	27.43	— 0.3
Construction and Contracting:	39	4,074	3,726	+ 9.3	113,500	107,329	+ 5.8	27.86	28.81	— 3.3
Buildings	21	1,429	1,235	+15.7	43,537	38,349	+13.5	30.47	31.05	— 1.9
Street and highway	3	333	87	+282.8	5,633	1,914	+196.9	16.77	22.00	—23.8
General	15	2,312	2,404	— 3.8	64,280	67,066	— 4.2	27.80	27.90	— 0.4
Chemicals and allied products:	39	9,797	10,006	— 2.1	287,637	285,911	+ 0.6	29.36	28.57	+ 2.8
Chemicals and drugs	22	1,358	1,396	— 2.7	36,102	36,948	— 2.3	26.58	26.47	+ 0.4
Explosives	3	554	553	+ 0.2	15,282	13,431	+13.8	27.58	24.29	+13.5
Paints and varnishes	9	1,118	1,078	+ 3.7	30,879	29,291	+ 5.4	27.62	27.17	+ 1.7
Petroleum refining	5	6,767	6,979	— 3.0	205,374	206,241	— 0.4	30.35	29.55	+ 2.7
Miscellaneous industries:	154	26,336	26,517	— 0.7	675,870	676,638	— 0.1	25.66	25.52	+ 0.5
Lumber and planing mill products	28	3,925	3,917	+ 0.2	87,026	83,823	+ 3.8	22.17	21.40	+ 3.6
Furniture	19	1,756	1,732	+ 1.4	40,844	41,335	— 1.2	23.26	23.87	— 2.6
Leather tanning	17	5,595	5,628	— 0.6	146,035	144,794	+ 0.9	26.10	25.73	+ 1.4
Leather products	8	600	633	— 5.2	12,264	13,441	— 8.8	20.44	21.23	— 3.7
Boots and shoes	23	4,004	4,159	— 3.7	78,126	81,366	— 4.0	19.51	19.56	— 0.3
Paper and pulp products	18	4,442	4,440	+ 0.0	120,326	121,232	— 0.7	27.09	27.30	— 0.8
Printing and publishing	35	3,654	3,743	— 2.4	130.397	131,940	— 1.2	35.69	35.25	+ 1.2
Rubber tires and goods	3	903	857	+ 5.4	27,999	26,017	+ 7.6	31.01	30.36	+ 2.1
Novelties and jewelry	3	1,457	1,408	+ 3.5	32,853	32,690	+ 0.5	22.55	23.22	— 2.9

EMPLOYMENT AND WAGES IN PENNSYLVANIA—(Continued)

Group and Industry	No. of Plants Reporting	Total weekly man-hours—week ended			Average hourly wages—week ended		
		April 15, 1927	March 15, 1927	Per cent Change	April 15, 1927	March 15, 1927	Per cent Change
ALL INDUSTRIES (*46*)	501	7,680,702	7,834,558	— 2.0	$.576	$.573	+ 0.5
Metal manufactures:	207	5,150,278	5,277,361	— 2.4	.607	.604	+ 0.5
Automobiles, bodies and parts	13	473,158	464,271	+ 1.9	.621	.612	+ 1.5
Car construction and repair	13	358,385	370,984	— 3.4	.615	.600	+ 2.5
Electrical machinery and apparatus	14	185,716	214,201	—13.3	.513	.517	— 0.8
Engines, machines, and machine tools	31	457,418	501,552	— 8.8	.604	.598	+ 1.0
Foundries and machine shops	46	411,203	404,466	+ 1.7	.615	.618	— 0.5
Heating appliances and apparatus	5	72,179	70,590	+ 2.3	.586	.589	— 0.5
Iron and steel blast furnaces	10	447,228	458,423	— 2.4	.594	.589	+ 0.8
Iron and steel forgings	6	50,223	58,828	—14.6	.643	.637	+ 0.9
Steel works and rolling mills	25	1,703,950	1,772,303	— 3.9	.611	.614	— 0.5
Structural iron works	11	84,611	88,033	— 3.9	.587	.577	+ 1.7
Miscellaneous iron and steel products	17	555,823	527,911	+ 5.3	.618	.608	+ 1.6
Shipbuilding	3	256,565	253,397	+ 1.3	.642	.644	— 0.3
Hardware	6	57,581	56,733	+ 1.5	.535	.534	+ 0.2
Non-ferrous metals	7	36,238	35,669	+ 1.6	.533	.528	+ 0.9
Textile products:	76	936,813	984,730	— 4.9	.439	.436	+ 0.7
Carpets and rugs	5	82,358	87,678	— 6.1	.515	.484	+ 6.4
Clothing	10	46,545	47,819	— 2.7	.331	.325	+ 1.8
Hats, felt and other	......	......	......	......	......	......	......
Cotton goods	13	92,534	97,702	— 5.3	.473	.475	— 0.4
Silk goods	21	392,106	403,569	— 2.8	.408	.408	0
Woolens and worsteds	10	164,720	178,874	— 7.9	.483	.486	— 0.6
Knit goods and hosiery	12	124,376	133,445	— 6.8	.427	.417	+ 2.4
Dyeing and finishing textiles	5	34,174	35,643	— 4.1	.505	.501	+ 0.8
Foods and tobacco:	43	201,997	201,968	+ 0.0	.534	.527	+ 1.3
Bakeries	18	78,619	80,030	— 1.8	.517	.517	0.0
Confectionery and ice cream	10	49,615	48,608	+ 2.1	.574	.548	+ 4.7
Slaughtering and meat packing	9	61,374	61,194	+ 0.3	.549	.544	+ 0.9
Cigars and tobacco	6	12,389	12,136	+ 2.1	.414	.430	— 3.7

EMPLOYMENT AND WAGES IN PENNSYLVANIA—(Concluded)

Building materials:	38	639,401	627,663	+ 1.9	.568	.576	— 1.4
Brick, tile and terra cotta products	14	126,923	116,112	+ 9.3	.570	.577	— 1.0
Cement	8	247,988	248,726	— 0.3	.518	.512	+ 1.2
Glass	13	236,967	234,126	+ 1.2	.613	.636	— 3.6
Pottery	3	27,523	28,699	— 4.1	.617	.636	— 3.0
Construction and Contracting:	32	150,480	145,074	+ 3.7	.617	.601	+ 2.7
Buildings	17	41,057	37,455	+ 9.6	.773	.773	0.0
Street and highway	3	10,097	2,751	+267.0	.563	.696	—19.1
General	12	99,326	104,868	— 5.3	.559	.537	+ 4.1
Chemical and allied products:	14	41,611	42,355	— 1.8	.492	.493	— 0.2
Chemicals and drugs	10	30,036	31,242	— 3.9	.499	.499	.0
Explosives	......	......	......	......	......	......	......
Paints and varnishes	4	11,575	11,113	+ 4.2	.476	.478	— 0.4
Petroleum refining	......	......	......	......	......	......	......
Miscellaneous Industries:	91	560,122	555,407	+ 0.8	.534	.528	+ 1.1
Lumber and planing mill products	19	52,721	52,469	+ 0.5	.488	.482	+ 1.2
Furniture	13	53,418	55,496	— 3.7	.494	.506	— 2.4
Leather tanning	9	106,342	105,670	+ 0.6	.535	.526	+ 1.7
Leather products	5	8,027	9,951	—19.3	.464	.444	+ 4.5
Boots and shoes	11	90,426	86,439	+ 4.6	.399	.396	+ 0.8
Paper and pulp products	9	138,874	140,421	— 1.1	.537	.528	+ 1.7
Printing and publishing	22	63,828	60,793	+ 5.0	.752	.744	+ 1.1
Rubber tires and goods	3	46,486	44,168	+ 5.2	.602	.589	+ 2.2
Novelties and jewelry	......	......	......	......	......	......	......

REPORT OF ACTIVITIES OF STATE EMPLOYMENT OFFICES FOR THE MONTH OF APRIL, 1927

Industries	Persons applying for positions			Persons asked for by employers			Persons sent to positions			Persons receiving positions		
	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
GRAND TOTAL	11,397	7,353	4,044	6,252	4,224	2,028	6,301	4,333	1,968	5,308	3,747	1,561
Total: Industrial Group[1] (Skilled)	3,593	2,436	1,157	1,790	1,329	461	1,755	1,308	447	1,374	1,068	306
Building and Construction	624	624	....	347	347	....	362	362	....	299	299	....
Shipbuilding	196	196	....	133	133	....	130	130	....	92	92	....
Chemicals and Allied Products	....	....	....	....	....	....	....	....	....	....	....	....
Clay, Glass and Stone Products	....	....	....	....	....	....	....	....	....	....	....	....
Clothing	47	7	40	32	4	28	27	4	23	23	3	20
Textiles	65	33	32	56	21	35	126	21	5	25	20	5
Food and Kindred Products	68	8	60	18	3	15	23	3	20	18	3	15
Leather, Rubber and Composition Goods	14	7	7	2	2	....	2	2	....	2	2	....
Lumber, Woodwork and Furniture	14	11	3	20	14	6	19	11	8	15	9	6
Paper and Printing	27	13	14	22	9	13	29	11	18	22	9	13
Metals and Metal Products	782	748	34	490	478	12	428	418	10	363	354	9
Mines and Quarries	49	49	....	51	51	....	42	42	....	42	42	....
Transportation and Public Utilities	287	240	47	117	83	34	109	100	9	73	69	4
Hotels and Restaurants	230	46	184	102	28	74	85	22	63	56	19	37
Wholesale and, Retail Trade	328	83	245	106	39	67	110	41	69	89	36	53
Miscellaneous	862	371	491	294	117	177	363	141	222	255	111	144
Total: Other Groups	7,804	4,917	2,887	4,462	2,895	1,567	4,546	3,025	1,521	3,934	2,679	1,255
Professional and Technical	596	357	239	185	140	45	215	158	57	130	103	27
Agricultural	31	25	6	26	26	....	18	18	....	18	18	....
Semi-Skilled	2,089	854	1,235	1,092	406	686	1,070	437	633	779	366	413
Unskilled	3,535	3,335	200	2,094	2,034	60	2,173	2,115	58	1,958	1,908	50
Casual and Day Workers[2]	1,553	346	1,207	1,065	289	776	1,070	297	773	1,049	284	765
January, 1927	11,151	7,312	3,839	4,408	2,693	1,715	4,465	2,891	1,574	3,803	2,506	1,297
February, 1927	11,025	6,949	4,076	4,499	2,942	1,557	4,680	3,080	1,600	3,772	2,572	1,200
March, 1927 (5 weeks)	14,108	9,484	4,624	6,594	4,368	2,226	6,740	4,494	2,246	5,606	3,848	1,758
April, 1924	16,432	12,983	3,449	11,716	9,392	2,324	11,719	9,866	1,853	10,561	8,940	1,621
April, 1925	11,749	8,318	3,431	7,749	5,953	1,796	8,039	6,373	1,666	7,027	5,614	1,413
April, 1926	12,096	8,446	3,650	9,020	6,620	2,400	8,820	6,560	2,260	7,596	5,741	1,855

[1] New classification adopted, July 1, 1926.

[2] The placement of each casual and day worker is recorded for only one placement per week.

FIVE-YEAR COMPARATIVE STATEMENT OF ACCIDENTS REPORTED

Month	1923			1924			1925			1926			1927		
	Fatal	Non-Fatal	Total	Fatal	Non-Fatal	Total	Fatal	Non-Fatal	Total	Fatal	Non-Fatal	Total	Fatal	Non-Fatal	Total
January........	223	16,710	16,933	233	15,280	15,513	200	15,339	15,539	150	12,815	12,965	170	14,497	14,667
February.......	221	15,276	15,497	181	14,812	14,993	171	14,208	14,379	149	11,958	12,107	184	13,101	13,285
	444	*31,986*	*32,430*	*414*	*30,092*	*30,506*	*371*	*29,547*	*29,918*	*299*	*24,773*	*25,072*	*354*	*27,598*	*27,952*
March..........	222	15,653	15,875	212	15,989	16,201	158	15,517	15,675	185	15,606	15,791	166	14,332	14,498
	666	*47,639*	*43,305*	*626*	*46,081*	*46,707*	*529*	*45,064*	*45,593*	*484*	*40,379*	*40,863*	*520*	*41,930*	*42,450*
April..........	196	16,689	16,885	151	13,931	14,082	180	14,251	14,431	145	14,249	14,394	170	12,693	12,863
	362	*64,328*	*65,190*	*777*	*60,012*	*60,789*	*709*	*59,315*	*60,024*	*629*	*54,628*	*55,257*	*690*	*54,623*	*55,313*
May...........	226	17,384	17,610	157	13,940	14,097	170	14,523	14,693	172	14,521	14,693			
	1,088	*81,712*	*82,800*	*934*	*73,952*	*74,886*	*879*	*73,838*	*74,717*	*301*	*69,149*	*69,950*			
June...........	188	17,433	17,621	175	14,324	14,499	194	15,656	15,850	163	15,233	15,396			
	1,276	*99,145*	*100,421*	*1,109*	*38,276*	*89,385*	*1,073*	*39,494*	*90,567*	*964*	*84,382*	*85,346*			
July............	221	17,749	17,970	185	14,917	15,102	178	16,440	16,618	193	15,586	15,779			
	1,497	*116,894*	*118,391*	*1,294*	*103,193*	*104,487*	*1,251*	*105,934*	*107,185*	*1,157*	*99,968*	*101,125*			
August.........	216	18,452	18,668	187	14,661	14,848	188	15,141	15,329	183	16,513	16,696			
	1,713	*135,346*	*137,059*	*1,431*	*117,854*	*119,335*	*1,439*	*121,075*	*122,514*	*1,340*	*116,481*	*117,821*			
September......	173	15,504	15,677	167	14,230	14,397	141	14,428	14,569	233	15,866	16,099			
	1,886	*150,850*	*152,736*	*1,648*	*132,034*	*133,732*	*1,530*	*135,503*	*137,033*	*1,573*	*132,347*	*133,920*			
October.........	207	17,380	17,587	180	15,839	16,019	155	13,982	14,137	170	16,389	16,559			
	2,093	*168,230*	*170,323*	*1,823*	*147,923*	*149,751*	*1,735*	*149,485*	*151,220*	*1,743*	*148,736*	*150,479*			
November......	163	15,532	15,695	194	13,389	13,583	133	12,273	12,406	186	14,849	15,035			
	2,256	*183,762*	*186,018*	*2,022*	*161,312*	*163,334*	*1,863*	*161,758*	*163,626*	*1,929*	*163,585*	*165,514*			
December.......	156	14,261	14,417	187	14,018	14,205	141	12,612	12,753	206	14,699	14,905			
Totals........	*2,412*	*198,023*	*200,435*	*2,209*	*175,330*	*177,539*	*2,009*	*174,370*	*176,379*	*2,135*	*178,234*	*180,419*			

Note:—The figures in italics represent the cumulative totals by month under each classification

Accidents Occurring During Course of Employment Reported to the Bureau of Workmen's Compensation

ACCIDENT REPORTS RECEIVED

1927	Fatal	Permanent Disability	Temporary Disability	Total
January	170	144	14,353	14,667
February	184	154	12,947	13,285
March	166	150	14,182	14,498
April	170	145	12,548	12,863
May	...	...	......	......
June	...	...	......	......
1926				
January	150	138	12,677	12,965
February	149	123	11,835	12,107
March	185	202	15,404	15,791
April	145	143	14,106	14,394
May	172	165	14,356	14,693
June	163	142	15,091	15,396
Total—1926	2,135	1,904	176,380	180,419
*Grand Total	27,511	8,751	1,898,238	1,934,500

AGREEMENTS APPROVED

1927	Fatal	Permanent Disability	Temporary Disability	Total
January	158	248	4,760	5,166
February	174	363	3,994	4,531
March	174	321	4,949	5,444
April	131	231	6,829	7,191
May	...	...	.....	.....
June	...	...	.....	.....
1926				
January	150	288	5,848	6,286
February	105	258	4,479	4,842
March	161	332	5,862	6,355
April	134	339	6,295	6,768
May	147	264	5,826	6,237
June	143	321	6,077	6,541
Total—1926	1,830	3,563	69,942	75,335
*Grand Total	20,978	18,962	692,738	732,678

*Since the inception of the Act—January 1, 1916.

Compiled from Records in the Bureau of Workmen's Compensation

COMPENSATION AWARDED AND PAID

	Awarded					Paid			
1927	Total Compensation Awarded	Fatal Compensation Awarded	Permanent Disability Compensation Awarded	Temporary Disability Compensation Awarded	1927	Total Compensation Paid	Fatal Compensation Paid	Permanent Disability Compensa- Paid	Temporary Disability Compensa- Paid
January	$ 995,196	$528,084	$209,950	$257,162	January	$ 867,381	$331,075	$279,144	$257,162
February	1,097,268	504,421	374,696	218,151	February	746,916	279,197	249,568	218,151
March	977,895	510.805	246,880	220,210	March	855,673	359,705	275,758	220,210
April	848,617	393,650	206,586	248,381	April	785,120	290,396	246,343	248,381
May	....	....	....	....	May	....	....	....	....
June	....	....	....	....	June	....	....	....	....
1926					1926				
January	$1,043,269	$362,749	$288,235	$392,285	January	$ 962,679	$275,824	$294,570	$392,285
February	860,267	320,937	223,523	315,307	February	768,985	262,555	190,623	315,807
March	1,227,873	491,084	357,591	379,198	March	1,115,853	398,655	338,000	379,198
April	1,097,350	359,512	319,392	418,446	April	1,015,851	299,268	298,137	418,446
May	1,032,140	406,243	278,324	347,573	May	863,508	249,517	266,418	347,573
June	1,059,713	368,385	304,730	386,598	June	1,025,039	383,923	254,518	386,598
Total—1926	$ 12,979,641	$ 5,278,927	$ 3,384,399	$ 4,316,315	Total—1926	$ 11,037,688	$ 3,529,120	$ 3,192,253	$ 4,316,315
*Grand Total	$115,740,871	$57,486,585	$23,177,931	$35,076,355	*Grand Total	$ 76,933,148	$23,887,815	$17,968,978	$35,076,355

*Since the inception of the Act—January 1, 1916.

** PERMANENT INJURIES

	Loss of Legs		Loss of Arms		Loss of Hands		Loss of Feet		Loss of Eyes	
1927	No.	Amt. Awarded	No.	Amt. Awarded	No.	Amt. Awarded	No.	Amt. Awarded	No.	Amt. Awarded
January	10	$25,714	8	$20,640	13	$26,759	8	$14,708	34	$49,923
February	19	46,639	9	23,220	28	54,922	18	31,609	77	116,274
March	11	28,164	8	19,545	15	28,105	10	16,724	46	70,674
April	4	12,660	4	10,143	15	30,905	10	16,763	32	46,858
May	..	......	..	......	..	......	..	......	..	......
June	..	......	..	......	..	......	..	......	..	......
1926										
January	11	$28,475	3	$ 7,740	19	$37,807	15	$28,355	53	$79,570
February	11	26,688	7	18,060	13	26,166	11	19,538	26	41,000
March	14	36,706	11	28,844	27	50,497	24	43,786	51	78,677
April	9	23,170	6	15,480	20	38,614	21	39,064	51	76,027
May	11	26,789	10	25,723	19	39,555	19	32,650	44	68,685
June	14	34,800	10	24,970	18	35,361	17	29,862	53	78,284
Total—1926	124	$311,378	83	$207,090	229	$458,088	192	$344,481	575	$870,732
*Grand Total	1,152	$2,306,565	798	$1,746,185	2,539	$4,543,511	1,462	$2,372,043	6,204	$8,494,235

*Since the inception of the act—January 1, 1916.

**Multiple losses separated respectively.

Note: The above table presents changes in a number of items from similar tables previously published. The changes have been made as information received subsequent to the publication of former tables made such corrections necessary.

**PERMANENT INJURIES—(Concluded)

1927	Loss of Fingers		Loss of Phalanges		Miscellaneous		Total	
	No.	Amt. Awarded	No.	Amt. Awarded	No.	Amt. Awarded	Amt. Awarded	Amount Paid
January	98	$33,753	99	$19,164	15	$19,289	$209,950	$279,144
February	154	54,073	97	18,274	13	29,685	374,696	249,568
March	142	39,919	130	23,366	10	20,383	246,880	275,758
April	113	38,669	88	14,417	13	36,171	206,586	246,343
May	...	......	...	......	..	......	....	....
June	...	......	...	......	..	......	....	....
1926								
January	140	$48,520	92	$18,143	19	$39,625	$288,235	$294,670
February	141	48,947	106	18,402	12	24,722	223,523	190,623
March	150	52,856	96	18,804	21	47,421	357,591	338,000
April	146	51,185	120	22,297	21	53,555	319,392	298,137
May	109	38,187	80	15,895	11	30,840	278,324	266,418
June	146	50,354	111	19,284	16	31,815	304,730	254,518
Total—1926	1,553	$537,332	1,286	$241,319	188	$413,979	$3,384,399	$3,192,253
*Grand Total	4,651	$1,579,434	3,886	$723,571	507	$1,412,387	$23,177,931	$17,968,978

*Since the inception of the act—January 1, 1916.

**Multiple losses separated respectively.

Note: The above table presents changes in a number of items from similar tables previously published. The changes have been made as information received subsequent to the publication of former tables made such corrections necessary.

ACCIDENTS OCCURRING DURING COURSE OF EMPLOYMENT REPORTED TO THE BUREAU OF WORKMEN'S COMPENSATION DURING APRIL, 1927

Cau e			CONSTRUCTION AND CONTRACTING						COAL MINING						MANUFACTURING																			
	Total of All Industries		Building Construction		Other Construction		Contracting		Anthracite Coal Mining		Bituminous Coal Mining		Mining, Other Than Coal Mining, and Quarrying		Total of Manufacturing Industries		Chemicals and Allied Products		Clay, Glass and Stone Products		Clothing		Food and Kindred Products		Leather, Rubber and Composition Goods		Lumber, Wood and their Products		Paper and Paper Products and Printing and Publishing		Textiles	
*	F	N F	F	N F	F	N F	F	N F	F	N F	F	N F	F	N F	F	N F	F	N F	F	N F	F	N F	F	N F	F	N F	F	N F	F	N F	F	N F
Total of all causes	170	12,693	8	806	4	232	4	305	41	1,829	42	2,071	4	217	26	4,884	1	248	2	384	2	146	4	393	..	155	..	355	...	213	1	260
Working Machinery	10	1,134	..	33	..	18	1	18	...	21	...	94	1	15	7	877	..	18	..	23	..	58	3	42	..	42	..	90	...	69	1	81
Boilers and Pressure Apparatus	...	11	..	.....	..	1	..	.....	...	1	...	1	..	.....	..	5	..	.....	..	1	..	.....	..	.....	..	.....	..	.....	...	.....	..	.....
Pumps and Prime Movers	...	30	..	3	..	.....	..	4	...	4	...	3	..	.....	..	10	..	4	..	.....	..	.....	..	.....	..	.....	..	.....	...	1	..	.....
Transmission Apparatus	3	59	..	1	..	3	..	2	1	7	...	19	..	1	1	22	..	1	..	.....	..	1	..	3	..	.....	..	2	...	2	..	.....
Elevators and Hoists	4	49	1	2	..	2	..	.....	1	4	...	1	..	2	..	20	..	1	..	1	..	.....	..	3	..	1	..	1	...	2	..	3
Cranes and Derricks	6	214	1	16	1	5	1	19	...	5	...	1	..	7	3	142	..	6	..	3	..	.....	..	3	..	2	..	.....	...	.....	..	2
Cars and Engines	35	1,120	..	4	..	1	..	5	6	307	12	488	..	29	3	90	..	3	1	23	..	.....	..	2	..	1	..	.....	...	3	..	.....
Motor Vehicles	15	469	1	29	..	22	1	14	...	3	...	3	..	.....	4	173	..	7	1	7	2	5	1	31	..	.....	..	9	...	12	..	1
Other Vehicles	2	92	..	2	..	1	..	5	...	2	...	2	..	1	..	31	..	.....	..	.....	..	.....	..	14	..	.....	..	14	...	1	..	.....
Hand Trucks	...	189	..	3	..	2	..	3	...	.....	...	1	..	.....	..	141	..	6	..	31	..	1	..	7	..	6	..	8	...	6	..	8
Water and Air Craft	3	15	..	.....	..	1	..	5	...	.....	...	.....	..	1	..	4	..	1	..	.....	..	.....	..	.....	..	.....	..	.....	...	.....	..	2
Handling Objects—By Hand	1	2,793	1	187	..	59	..	63	...	373	...	285	..	49	1	1,226	..	71	..	129	..	21	..	99	..	36	..	88	...	47	..	42
Hand Tools	7	1,289	1	81	..	20	..	43	1	222	1	258	..	34	2	464	..	20	..	20	..	16	..	43	..	14	..	49	...	4	..	22
Electricity	...	94	..	3	..	1	..	1	...	16	...	26	..	1	..	24	..	2	..	2	..	.....	..	.....	..	.....	..	.....	...	2	..	2
Explosive Substances	29	140	..	2	..	.....	1	4	13	52	12	27	1	5	1	25	..	6	..	5	..	.....	..	2	..	1	..	2	...	.....	..	.....
Hot and Corrosive Substances	3	397	..	36	..	10	..	9	...	13	...	21	..	4	2	245	..	23	..	19	..	3	..	10	..	6	..	1	...	6	..	10
Falling Objects	39	1,668	1	97	1	18	..	34	19	439	16	597	2	27	..	345	..	19	..	31	..	2	..	12	..	8	..	26	...	10	..	8
Falls of Persons	10	1,693	2	177	2	44	..	49	...	176	1	120	..	25	2	596	1	41	..	50	..	22	..	78	..	19	..	40	...	27	..	45
Stepping upon or Striking Against Objects	...	740	..	106	..	17	..	19	...	108	...	59	..	8	..	277	..	11	..	20	..	9	..	22	..	14	..	18	...	17	..	26
Miscellaneous	3	497	..	24	..	7	..	8	...	76	...	65	..	8	..	167	..	8	..	19	..	8	..	22	..	5	..	7	...	4	..	8

*F—Fatal. N F—Non-Fatal.

ACCIDENTS OCCURRING DURING COURSE OF EMPLOYMENT REPORTED TO THE BUREAU OF WORKMEN'S COMPENSATION DURING APRIL, 1927—(Concluded)

Cause	MANUFACTURING—Concluded																TRANSPORTATION AND PUBLIC UTILITIES						OTHER INDUSTRIES									
	METALS AND METAL PRODUCTS																								TRADING							
	Total		Blast Furnaces and Steel Works		Rolling Mills		Foundries and Machine Shops		Fabrication		Car Repair Shops		Automobile Service Stations		Other		Steam Railroads		Other Transportation		Public Utilities		Hotels and Restaurants		Retail		Wholesale		State and Municipal		Miscellaneous	
*	F	N F	F	N F	F	N F	F	N F	F	N F	F	N F	F	N F	F	N F	F	N F	F	N F	F	N F	F	N F	F	N F	F	N F	F	N F	F	N F
Total of all causes	16	2,656	3	157	4	417	3	452	1	1,102	3	380	2	148		74	14	567	4	147	1	246		135	4	445	2	125	10	244	6	440
Working Machinery	3	428		9	3	53		79		254		30		3		26		2			1	6		3		15		2		2		28
Boilers and Pressure Apparatus		4		1						2		1						1				2										
Pumps and Prime Movers		5		1		1		1		2												4				1				1		
Transmission Apparatus	1	12		2		1	1	4		5						1			1			1								1		2
Elevators and Hoists		8						3		5										1		1		4	1	5		3		1	1	3
Cranes and Derricks	3	126	2	13		28		31		45	1	9						3		3		4				3				1		5
Cars and Engines	2	58	1	7		10		3		6		32	1				14	175		10		5				2		2		1		1
Motor Vehicles		99				3		2		27		4		63		2		6	1	48		17				53	1	10	7	41		50
Other Vehicles		2								2										1		7		1	1	4		1	1	18		16
Hand Trucks		68		3		15		15		29		6						22		2		1				5		9				
Water and Air Craft		1				1													2	2											1	2
Handling Objects—By Hand	1	670		34		105		123		287		92		29		23		120		18		54		38		121		47		36		117
Hand Tools	2	271		18		31	1	36	1	101	1	63		22		5		49		6		25		18	1	31		4		10		24
Electricity		16				1		4		7		4								6		12										4
Explosive Substances	1	9		1			1	1		3				4				5		3		3		1		1			1	10		2
Hot and Corrosive Substances	2	164		24		22		48		47	1	16	1	7		3		5		1		8		14		10	1			7		14
Falling Objects		227		17		46		33		89		38		4		2		27		11		10		6		25		7		8		17
Falls of Persons	1	271		18	1	65		23		99		58		8		3		101		22		48		40	1	110		22		65	2	98
Stepping upon or Striking Against Objects		131		6		23		27		56		15		4		9		23		4		24		4		36		13		14		28
Miscellaneous		86		3		12		19		36		12		4				28		9		14		6		23		5	1	28	2	29

*F—Fatal. N F—Non-Fatal.

Commonwealth of Pennsylvania

DEPARTMENT OF LABOR AND INDUSTRY

DIRECTORY OF OFFICES

MAIN OFFICES

Harrisburg: ....Office of the Secretary,
Industrial Board,
Workmen's Compensation Board,
Bureau of Employment,
Bureau of Industrial Relations,
Bureau of Industrial Standards,
Bureau of Inspection,
Bureau of Rehabilitation,
Bureau of Statistics,
Bureau of Workmen's Compensation,
Bureau of Women and Children,
State Workmen's Insurance Fund.

BRANCH OFFICES

Allentown: ....Lehigh Valley State Employment Office,
529 Hamilton Street.
State Workmen's Insurance Fund,
304 Colonial Building.

Altoona: ....Cooperative State Employment Office,
Post Office Building.
Bureau of Inspection,
Bureau of Rehabilitation,
Workmen's Compensation Referee,
Commerce Building.
State Workmen's Insurance Fund,
Central Trust Building.

Dubois: ....Bureau of Rehabilitation,
311 Deposit National Bank Building.

Erie: ....State Employment Office,
10-11 Carney Building.

Franklin: ....State Workmen's Insurance Fund,
412 Franklin Trust Building.

Greensburg: ....Workmen's Compensation Referee,
608-9 First National Bank Building.
State Workmen's Insurance Fund,
309 Coulter Building.

Harrisburg: ....State Employment Office,
Second and Chestnut Streets.

Johnstown: ....State Employment Office,
219 Market Street.
State Workmen's Insurance Fund,
910 United States National Bank Building.

Kane: ....Workmen's Compensation Referee,
Kane Trust and Savings Building.

Lancaster: ....Cooperative State Employment Office,
Y. M. C. A. Building.
Bureau of Inspection,
Workmen's Compensation Referee,
Woolworth Building.

McKeesport: ....Cooperative State Employment Office,
Y. M. C. A. Building.

Meadville: ....Bureau of Inspection,
Masonic Building.

New Castle: ....Cooperative State Employment Office,
Y. M. C. A. Building,
West Washington Street.
Oil City: ....Cooperative State Employment Office,
Y. M. C. A. Building.
Philadelphia: ....State Employment Office (Main Office),
Bureau of Rehabilitation,
1519 Arch Street.
Bureau of Inspection,
Bureau of Workmen's Compensation,
Workmen's Compensation Referee,
Workmen's Compensation Board,
Manhattan Building,
Fourth and Walnut Streets.
State Employment Office for Women,
Bureau of Women and Children,
1924-26 Chestnut Street.
State Workmen's Insurance Fund,
1004 Commercial Trust Building.
Pittsburgh: ....Bureau of Inspection,
Bureau of Rehabilitation,
Bureau of Workmen's Compensation,
Workmen's Compensation Referee,
Fulton Building.
State Employment Office,
622 Grant Street.
State Workmen's Insurance Fund,
401 Park Building.
Pottsville: ....Bureau of Rehabilitation,
Workmen's Compensation Referee,
1 Ulmer Building.
State Workmen's Insurance Fund,
Baird Building.
Reading: ....State Employment Office,
108 North Fifth Street.
Scranton: ....State Employment Office,
116 Adams Avenue.
Bureau of Inspection,
Workmen's Compensation Referee,
State Workmen's Insurance Fund,
Union National Bank Building.
Sunbury: ....State Workmen's Insurance Fund,
Sunbury Trust and Safe Deposit Building.
Wilkes-Barre: ....Bureau of Rehabilitation,
Workmen's Compensation Referee,
Coal Exchange Building.
Williamsport: ....Bureau of Inspection,
707 First National Bank Building.
Workmen's Compensation Referee,
311 First National Bank Building.
Cooperative State Employment Office,
Y. M. C. A. Building,
343 West Fourth Street.
York: ....Bureau of Workmen's Compensation,
Central National Bank Building.

Note—State Employment Offices are conducted in cooperation with the United States Employment Service.

LABOR AND INDUSTRY

Published monthly by

DEPARTMENT OF LABOR AND INDUSTRY

COMMONWEALTH OF PENNSYLVANIA

CHARLES A. WATERS, *Secretary.*

VOL. XIV JULY, 1927 NO. 7

Contents

Page

The Illegally Employed Child Injured in Industry 3

BEATRICE MCCONNELL, Bureau of Women and Children.

Building Permits in the Principal Cities and Boroughs of Pennsylvania in 1926 10

WILLIAM J. MAGUIRE, Bureau of Statistics.

Review of Industrial Statistics 20

Five-Year Comparative Statement of Accidents Reported 37

Directory of Offices 38

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THE ILLEGALLY EMPLOYED CHILD INJURED IN INDUSTRY

By Beatrice McConnell
Assistant Director, Bureau of Women and Children

In the last six months of 1926 there were 3,190 accidents to minors under 18 years of age reported to the Department of Labor and Industry. As these reports were received they were carefully scrutinized in the Bureau of Women and Children to find if illegal employment was indicated. All cases where any evidence of illegality or irregularity of employment was found were referred to the Bureau of Inspection for special investigation.

Illegal Employment of Minors

In all, 338, or 10 per cent of the total accidents reported during this six-month period, were made the subject of special investigation.

Number

Of the 338 accidents investigated 167 were found to have occurred to minors illegally employed. Approximately five per cent, then, of all accidents reported during this six-month period occurred to illegally employed children. This is a decided improvement over the situation found in a study made by the Department in June and July, 1925, when 8.5 per cent of all minors injured in industrial accidents were found to be illegally employed.* This reduction in the proportion of illegally employed children injured in industrial accidents may be explained in two ways, first, by reason of increased activity in the enforcement of the Child Labor Law, and secondly, by the fact that during the summer months when children are not in school the ratio of illegal employment is undoubtedly higher than for a period of time when school is in session.

Age

There were 10 children, or six per cent, of the 167 illegally employed minors who were under 14 years of age. These children were all employed during the summer vacation from school. The majority,

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*Industrial Accidents and Illegal Employment of Children, Department of Labor and Industry Bulletin, February 1926.

71 per cent, of the injured minors were 16 and 17 years of age. (*Table* 1).

Table 1—Age of Illegally Employed Minors

Age	Number	Per cent
12 years	4	2.4
13 years	6	3.6
14 years	11	6.6
15 years	28	16.8
16 years	48	28.7
17 years	70	41.9
Total	167	100.0

Types of Violations of the Child Labor Law

There were 214 violations of the law reported for the 167 illegally employed minors. The most common violation was the employment of minors at prohibited occupations. (*Table* 2). Although 76 minors were working without employment certificates or proof of age cards, in only 33 cases was the lack of such certificates the sole violation. The lack of proper employment certificates or proof of age cards frequently was coupled with the employment of minors at prohibited machines or occupations.

Table 2—Types of Violations of the Child Labor Law

Violations	Number	Per cent
Prohibited occupations	96	44.8
No proof of age card	58	27.1
No employment certificate	18	8.4
Illegal hours	16	7.5
Working at unguarded machinery	16	7.5
Under 14 years of age	10	4.7
Total	214	100.0

The Prohibited Occupations

More than one-half of the illegally employed minors were injured while employed at prohibited machines or operations. Power machines, which have been prohibited to minors because of the undue accident hazard, were responsible for 42 per cent of these accidents. (*Table* 3).

Table 3—Minors Injured While Employed at Prohibited Occupations, by Type of Occupation

Occupation	Number	Per cent
Prohibited machines	40	41.7
Punch press	10	10.4
Woodworking	11	11.5
Emery or polishing wheels	9	9.4
Wire stitching	5	5.2
Threading or pointing on bolts	4	4.2
Paper cutting	1	1.0
Operating motor vehicles	*19*	*19.8*
Cleaning or oiling machinery in motion	*15*	*15.6*
Operating elevators	*12*	*12.5*
Employed in quarries	*6*	*6.2*
Employed on scaffold	*1*	*1.0*
Heavy work in building trades	*1*	*1.0*
Employed around molten metal furnaces	*1*	*1.0*
Employed in bowling alley	*1*	*1.0*
Total	*96*	*100.0*

Reasons for Illegal Employment of Minors

"Ignorance of the law" was offered most frequently as the employer's reason for permitting minors to work at prohibited occupations or without the proper employment certificate or proof of age card. Although ignorance is never a valid excuse for violation of the law, there are certain situations where erroneous ideas have become so widespread as to justify special effort to correct them. For instance, there is the mistaken idea that minors under 16 may be employed during the summer vacation from school without employment certificates.

A special effort is being made at the present time by the Department of Labor and Industry and the Department of Public Instruction to correct this situation by giving publicity through the newspapers and school journals of the state to the fact that all employed minors under 16 must have employment certificates if they wish to work during the summer vacation. In the line of preventive educational work the two Departments are also planning to bring abstracts of the Child Labor Law, presented in clear readable form, to the attention of employers, officers issuing employment certificates, public school teachers, and the employed minors themselves.

Another situation which often results in unintentional illegal employment is that a 16-year-old minor may secure a license which permits him to operate a motor vehicle, but, according to Section 5 of the Child Labor Law, he may not be *employed* to drive a motor vehicle until he is 18 years of age. The apparent discrepancy between these two regulations has been the subject of special consideration on the part of the Department of Highways and the Department of Labor and Industry. The new motor law which goes into effect in 1928 making illegal the driving of any motor vehicle on the State highways by an employed minor under 18 years of age should be of material assistance in the correcting of this situation.

In justice to the employer it may also be said that the responsibility for violations of the law must be shared by the minor in certain instances. For example, some of the minors injured while cleaning or oiling machinery in motion were directly disobeying the rules of the establishment. Again, instances were found where boys had seized the chance to operate elevators, even though they were not supposd to do so, and were injured thereby.

All this does not mean that the responsibility of the employer is minimized, on the contrary, it means that renewed vigilance must be practiced and that not only must the employer keep himself informed of the provisions of the law, but also that he must maintain careful supervision of the employment of minors and of their conditions of work if he is to be assured that the Child Labor Law is not being violated in his establishment.

Redress Possible for Injured Minors when Illegally Employed

Industrial accidents to illegally employed minors are of special concern in Pennsylvania since such accidents do not automatically come under the Workmen's Compensation Act. In a decision handed down from the Supreme Court of Pennsylvania in 1920* it was declared that in the case of industrial accidents, where illegal employment existed, no legal contract of employment was in force. Insurance carriers, therefore, could not be held liable for compensation nor could the injured minors be compelled to accept compensation if offered. However, with the refusal of compensation the injured minor had the right under the common law to institute against his employer a civil suit for damages.

What actually happened, then, to illegally employed minors injured in industrial accidents has been a matter of considerable speculation. The records of the Bureau of Compensation were consulted, therefore, to find what was the compensation status of the 167 illegally employed minors considered in this report. Of the industrial accidents in which illegally employed children figured there were 89 in which there was more than 10 days lost time and which, under ordinary circumstances, would have automatically come under the

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*268 Pennsylvania 504.

Workmen's Compensation Act. The compensation status of these accidents was found to be as follows:

Compensation status	*Number*
Compensation paid	76
Compensation refused	6
Wages and medical fees paid by employer	1
Pending settlement	6
Total	89

Compensation Paid

In 76 of the 89 lost-time accidents incurred by illegally employed minors, the insurance companies, apparently without question, accepted the liability for medical care and compensation for time lost. There appeared to be no relation between the type of violation of the Child Labor Law and the accepting of compensation liability by the insurance carriers, as all types of violations were represented in the cases where compensation was paid.

Nor did there appear to be any relation between the extent of disability incurred by the illegally employed minors and the payment of compensation by the insurance company. Although the injuries incurred by the minors in these compensated cases were mostly of a temporary nature, there were 10 permanent disabilities. One girl suffered the amputation of four fingers and part of the palm of her right hand. The other nine permanent disabilities were finger losses. All the accidents resulting in permanent disabilities were machine accidents, five occurring on prohibited machines.

One other accident, not coming under compensation, but which could not be classed as a refused case, was that of a 12-year-old boy injured while employed as a water boy during the summer vacation. The employer paid the injured minor's wages for the entire period of his disability and also paid all medical expenses, making no claim for liability on the insurance carrier.

The six cases still pending settlement are ones which for some reason or other have been referred to compensation referees for adjustment. In no case does the question of illegal employment appear to be involved in the cause of disagreement between the insurance companies and the injured minor.

Compensation Refused

That the insurance carriers so generally paid compensation to illegally employed minors, and that the minors so generally accepted a compensation agreement according to the provisions of the Workmen's Compensation Act make the six cases where compensation was refused of special interest. Contacts with the families of these six children were made by a representative of the Bureau of Women and Children in order to secure complete information regarding the injured minor subsequent to the refusal of compensation.

Compensation liability was refused by the insurance carriers in three cases, in the other three the parents of the injured minor refused to sign a compensation agreement. Two of the cases were refused by the State Workmen's Insurance Fund following a decision of the Department that the Fund could not legally pay compensation if illegal employment was proved. One was refused by a commercial company.

The following case histories will present the stories of the six children far more graphically than any statistical enumeration of facts.

1. A 13-year-old boy employed at a bottling machine caught his right hand in the gears of the conveyor which resulted in the amputation of four fingers and a part of the palm of his right hand. Compensation was refused by the insurance carrier on the basis of the employment of a minor at an age below the legal minimum of 14. The hospital and medical fees of $124.75 were paid by the employer but the injured child has received no compensation for the loss of use of his right hand.

2. A 15-year-old boy, without an employment certificate, had worked at a linoleum coating machine for about three weeks when his left hand was caught between the roller and the bottom of the machine. As a result he lost the first and second fingers of his left hand. His employment was illegal since he had no employment certificate, and although the insurance company offered compensation the parents of the boy refused it saying, "What they offered wasn't enough, not when you remember he will always have trouble getting a job." The hospital and medical fees in this case amounted to $158.00, $33.00 of which the boy's father paid, the remainder is still unpaid. This boy has not worked a day since his accident, 10 months ago. His parents are bringing suit for damages against the employer for $35,000.

3. A 12-year-old boy employed as a water boy on a road construction job was run over by a heavy truck. His leg was broken and crushed. His recovery was retarded by infection setting in and the bone knit only after a silver plate was inserted. He was in the hospital two months, and for three months was able to walk only with the aid of crutches.

Compensation was refused on the basis of the age of the minor. The hospital and doctor bills of nearly $400.00 have not been paid. This boy has missed an entire term of school as the result of his injury and has received no compensation.

4. A 16-year-old boy employed as an elevator operator had his head caught and severely injured by the gate of the elevator. The scalp wound healed, but apparently the brain had suffered an injury or shock from which the boy has not yet recovered, if indeed he ever will. Although the employment of a minor under 18 as an elevator operator constitutes illegal employment, the insurance company offered to pay compensation. The parents of the boy refused to sign an agreement, giving as their reason, "Some one told us we could get more money if we didn't sign." The hospital and medical expenses of $73.00 were paid by the employer. The injured minor has received no compensation and has been unable to keep a job for more than a few days at a time since his accident.

5. A 14-year-old boy employed as an errand boy was one day instructed to operate the elevator for some workmen who were painting the elevator shaft. In some manner he caught his foot between the shaft and the car and fractured his right ankle in two or three places. His recovery was slow and now, after nine months, he is still lame. The father of this boy refused to sign a compensation agreement, saying, "I never sign papers for anything, it isn't safe." The hospital bill of $68.00 is still unpaid. No compensation has been received by the minor and he has not worked a day since he was injured.

6. A 14-year-old boy employed as an organ boy on a carrousel in an amusement park fell from the moving platform and sustained a broken arm. The insurance company refused to pay compensation as the boy was employed without an employment certificate and after 8 o'clock at night. This boy received medical attention at a hospital dispensary as a charity case. He received no compensation but has entirely recovered from his injury and is now employed as a messenger boy.

It is rather significant, in the light of the generally accepted belief that illegally employed minors usually secure larger amounts through outside settlements than they would have received by a compensation agreement, to find that in only one of these six cases has a suit for damages been brought against the employer.

SUMMARY

This study of minors' accidents for the last six months of 1926 as a part of the Department's plan for accident prevention for children in industry* may be briefly summarized as follows:

1. Five per cent (167) of all accidents to minors under 18 were sustained by illegally employed children.
2. The employment of minors at prohibited occupations was a more common violation of the Child Labor Law than employment with illegal hours, without employment certificates, or at an age below the legal minimum of 14 years.
3. There were 89 accidents to illegally employed children which resulted in more than 10 days' loss of time and which would, therefore, ordinarily have come under the provision of the Workmen's Compensation Act.
4. Compensation was refused in six of the accidents involving illegally employed children.
5. No payment of any amount has been received by any of the six minors where compensation was refused. In only one case has a suit for damages been instituted against the employer.

BUILDING PERMITS IN THE PRINCIPAL CITIES AND BOROUGHS OF PENNSYLVANIA IN 1926

By William J. Maguire
Director, Bureau of Statistics

The collection of building permit reports from the building inspection offices in certain cities of Pennsylvania was begun by the Department of Labor and Industry in January, 1923. At that time 12 cities agreed to report to the Department the monthly total of building permits issued together with the builders' estimates of the costs of construction work. During the year 1923, 6 more cities consented to submit reports, and in January, 1924, the regular monthly publication of building permit data for 18 cities, as a separate table in the Department bulletin, "Labor and Industry," was started.

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*An Accident Prevention Plan for Children in Industry, Department of Labor and Industry Bulletin, November 1926.

The publication of building permit data in the monthly bulletin was continued for two years. Meanwhile, a demand developed for information concerning the particular kinds of buildings being erected and for the more prompt publication of the reports. Numerous requests were received that the monthly building survey be extended to cover a more representative group of communities in the State, and greater detail as to kinds or types of structures. The desirability of more prompt publicity was also pointed out.

With these objectives in mind a survey, covering the building inspection offices in all cities, and in boroughs with more than 10,000 population, was made early in 1926. Agents of the Department made personal visits to the building inspection offices in each municipality to determine whether satisfactory reports could be secured. As a result the Department is now able to publish detailed reports for 32 cities and for 14 of the larger boroughs. Through the survey it was found that in 10 cities and 37 boroughs satisfactory reports could not be secured, either because permits for construction work were not required or because the permits simply granted permission to obstruct the sidewalks or streets, and no information relating to the types of buildings or the costs of construction work was required to be filed. A questionnaire similar in form to that used by the United States Bureau of Labor Statistics was adopted. This questionnaire asks for the number and cost of new buildings and the number and cost of additions, alterations, or repairs to old buildings. The questions relating to new buildings, residential and non-residential, require answers that give definite classifications as to types of structures being built.

The delayed publication of the reports was overcome by discontinuing the publication of the building permit table in printed form as a part of the monthly bulletin and substituting a mimeographed report that is used as a news release. These press notices gain widespread publicity through the various press associations and newspapers, and the reports now become public information several weeks in advance of what they did formerly.

The tables here presented show the volume of building in 1926 for 24 cities and 9 boroughs. Comparisons with records for the year 1925 are not possible because the detailed form of report was adopted only in January, 1926.

Table I is a summary table, showing the total number of new buildings and the estimated cost of each class of buildings for which permits were granted in the 33 cities and boroughs during the year 1926, the per cent that each class is of the total number, and the average cost per building in each class.

TABLE 1.—NUMBER AND COST OF NEW BUILDINGS AS SHOWN BY REPORTS OF BUILDING PERMITS GRANTED IN 33 CITIES AND BOROUGHS DURING THE CALENDAR YEAR 1926, BY CLASS OF BUILDING

CLASS OF BUILDING	No. of buildings	Per cent of total	ESTIMATED COST		
			Amount	Per cent of total	Average per building
RESIDENTIAL BUILDINGS:					
1—family dwellings	12,044	56.0	$59,276,672	34.0	$4,922
2—family dwellings	605	2.8	5,519,432	3.2	9,123
1—family and 2—family dwellings with stores combined	139	0.6	1,300,151	0.7	9,354
Multi-family dwellings	164	0.8	13,272,510	7.6	80,930
Multi-family dwellings with stores combined	39	0.2	1,674,665	1.0	42,940
Hotels	5	.....[1]	1,482,500	0.9	296,500
Lodging houses	1	.....[1]	22,957	.....[1]	22,957
Others	16	0.1	902,635	0.5	5,641
Total	13,013	60.5	83,451,522	47.9	6,413
NON-RESIDENTIAL BUILDINGS:					
Amusement and recreation places	279	1.2	11,165,455	6.4	40,020
Churches	57	0.3	5,031,222	2.9	88,092
Factories, shop, etc	288	1.3	11,030,073	6.3	38,299
Garages—public	1,909	8.9	6,129,973[2]	3.5	3,211
Garages—private	4,815	22.4	2,463,031	1.4	512
Gasoline and service station	97	0.5	388,097	0.2	4,001
Institutions	23	0.1	4,553,127	2.6	19,796
Office buildings	100	0.5	23,715,027	13.7	237,150
Public buildings	10	.....[1]	2,084,144	1.2	208,414
Public works and utilities	11	0.1	184,206	0.1	16,746
Schools	33	0.2	11,984,255	6.9	363,159
Sheds	289	1.3	1,461,587	0.8	5,057
Stables and barns	21	0.1	18,363	.....[1]	874
Stores, warehouses, etc	430	2.0	9,052,811	5.2	21,053
All others	130	0.6	1,622,485	0.9	12,481
Total	8,492	39.5	90,863,856	52.1	10,700
GRAND TOTAL	21,505	100.0	$174,315,378	100.0	$8,106

[1] Less than one-tenth of one per cent.
[2] Item includes private garages for Philadelphia which reduces average per building accordingly.

Some very interesting facts are contained in this table. It shows that 47.9 per cent of all money spent on new construction in Pennsylvania cities during 1926 was expended to provide living accommodations for residents and visitors. A truly remarkable fact is that 34 per cent of all new construction work, or 71 per cent of residential building work, was devoted to the construction of one-family dwellings. More than 12,000 families were provided with new homes. Dwellings housing two or more families comprise only 12.5 per cent of the total of new construction work, and while it has not been possible to determine the exact number of families provided with living accommodations of the apartment type, the relative percentages of one-family dwelling costs and multi-family dwelling costs certainly indicate a strong trend in Pennsylvania toward individually owned homes, notwithstanding the present-day allegations that our generation is composed of two classes of people, motorized nomads and domesticated cliff dwellers.

The number of hotels and lodging houses built during the year was exceptionally small and represented only 1 per cent of the volume of new construction.

Among the non-residential buildings group, private garages comprise 57 per cent of the total number of buildings but represent only 3 per cent of the total estimated expenditures for non-residential buildings. Unfortunately, a distinction between public and private garages in the Philadelphia reports is not made, and the number of garages reported for that city was placed in the total for public garages in the table so that the average cost of private garages for the other 32 cities would not be affected to any great extent.

The total of 279 amusement and recreation places includes permits for some of the buildings erected at the Philadelphia Sesquicentennial Exposition and causes the total for that group to be somewhat higher than it is normally.

Considerable expansion of industrial activity is indicated by the large number of factories and shops constructed during the year.

The expenditure for office buildings is the highest reported for any group in the non-residential building class. The total estimated expenditures for the erection of 100 new office buildings was $23,715,027, or 26 per cent of the cost of all non-residential buildings. It would seem from the rate of construction in 1926 that present office building needs have been satisfied and sufficient allowances made to absorb the office space needs of the next few years.

The cost of erecting 33 school buildings reached the impressive total of $11,984,255. The average school-building cost at $363,-159 is higher than the average cost for any other type of building. Evidently, no expense is being spared to provide modern and inviting places where the three R's may be acquired. It reflects credit to the educational executives that material school standards have advanced along with the standards of pedagogy and the standards of living generally. A continuance of this policy in school-building construction will make impossible the occurrence of disasters in our state such as befell the children housed in a frame shell school building in a neighboring state where many young lives were lost when the school-building crumbled during a wind storm.

Many mercantile buildings of the smaller type were built during the year. The construction of church buildings, and public and private institutions—such as hospitals, sanatoria, and homes, municipal buildings, and public works also contributed to the high building total for 1926.

Table A, the general table, shows detailed data concerning building operations for 33 cities and boroughs in Pennsylvania for the year

1926. The table is divided into three parts. Part 1 shows the number of new residential buildings built in each city or borough during the year. Probably the most striking fact contained in part 1 is that double the number of homes were built in Philadelphia than in the other 32 places combined. The construction of 8,470 one-family dwellings was reported for Philadelphia compared to 3,574, the combined total for 32 other cities and boroughs.

Part 2 shows the number and kind of new non-residential buildings constructed in each of the 33 cities and boroughs.

The number and cost of repairs, alterations, or additions to old buildings and the grand total of permits for all buildings both old and new is shown in part 3. Philadelphia, because its size in population is more than 13 times greater than any other city or borough from which reports were received, holds first place among the cities reporting when ranked according to the cost of construction work for which building permits were granted during the year 1926. Philadelphia's total of permits was for 17,686 buildings at an estimated construction cost of $139,224,715. Erie takes second place with a total of 2,062 buildings at a cost of $6,090,821. Scranton is third with 1,470 buildings and costs amounting to $5,492,956. Fourth place goes to Harrisburg with 1,091 buildings with construction costs of $4,333,265. Wilkes-Barre is fifth with 1,406 buildings and $3,940,685. Johnstown, York, and Altoona follow next in order with construction costs totaling $3,913,085, $3,129,451, and $3,023,102, respectively. The borough of Bristol with building construction work amounting to only $175,550 showed the smallest volume of building for the year 1926 of any of the 33 cities and boroughs from which complete reports for the year 1926 were received.

The consensus of the building industry regarding the building outlook in cities for 1927 is that city building should equal, if not surpass, the totals of last year. It is hard to see, however, how new work in the larger cities can equal the levels attained in 1925 and 1926. This report shows that commercial building needs have been adequately satisfied in many cities. The war-time deficits in residential facilities seem to have been overcome. It is true that much work of a public nature is either under way or in close prospect. Towns and small cities are expected to be important contributors to the State building total in 1927. Much of the building in smaller communities will be of the one-family dwelling type. It is extremely doubtful, however, that the sum of the expected building gains in the small communities will be sufficient to overcome building losses which seem reasonably certain to occur in the large cities.

TABLE A.—NUMBER AND PROPOSED COST OF BUILDINGS (NEW CONSTRUCTION, ADDITIONS TO OLD BUILDINGS, ALTERATIONS AND REPAIRS) COVERED BY PERMITS ISSUED IN PENNSYLVANIA DURING THE YEAR 1926, BY INTENDED USE OF BUILDINGS

PART 1.—NEW RESIDENTIAL BUILDINGS

City or Borough	Housekeeping dwellings															
	One-family dwellings			Two-family dwellings			One-family and two-family dwellings with stores combined			Multi-family dwellings			Multi-family dwellings with stores combined			Total families provided for
	Number	Cost	Families	Number	Cost	Families	Number	Cost	Families	Number	Cost	Families	Number	Cost	Families	
Altoona	251	$ 1,302,597	251	5	$ 45,875	10	6	$ 28,300	6	7	$ 110,000	45	1	$ 4,200	4	316
Ambridge	114	714,200	...	8	88,450	...	11	149,000	...	1	24,000	...	7	99,000	...	...
Bethlehem	108	687,390	108	39	346,500	78	4	20,500	4	6	88,800	22	4	98,000	17	229
Bradford	54	181,349	54	1	3,000	2	1	4,000	1	...	...	...	...	...	...	57
Bristol	11	65,300	...	...	...	...	...	...	...	...	...	...	1	10,000	...	...
Carlisle	27	119,200	...	4	24,500	...	2	17,900	...	1	15,000	...	1	15,000	...	...
Carrick	140	852,587	...	6	58,100	...	6	85,000	...	7	89,500	...	5	20,700	...	...
Clairton	60	288,550	60	4	32,500	8	10	114,000	13	1	1,000	4	1	14,000	3	88
Coatesville	29	148,500	29	4	43,000	8	2	15,000	2	...	...	...	1	100,000	20	59
Donora	9	52,000	...	1	12,000	...	1	12,000	...	...	...	...	...	...	...	...
Duquesne	65	323,100	65	8	73,750	16	8	62,500	8	1	15,000	1	1	10,565	1	91
Erie	420	2,334,337	420	57	315,200	114	8	74,125	10	...	...	...	1	17,000	3	547
Harrisburg	390	2,045,850	390	2	17,000	4	7	48,000	8	3	250,000	76	2	98,500	23	501
Hazleton	63	336,958	63	57	593,480	114	5	71,431	9	2	51,010	12	...	...	...	198
Johnstown	166	795,950	...	16	122,800	...	...	...	...	1	25,000	...	2	62,000	...	...
Lancaster	162	1,122,280	162	20	100,000	40	2	16,000	2	...	...	...	...	...	...	204
McKeesport	257	1,436,496	257	5	50,620	10	6	62,350	7	...	...	...	...	...	...	274
McKees Rocks	36	240,000	...	3	24,000	...	8	87,000	...	1	11,000	...	1	27,000	...	...
Meadville	32	175,000	32	1	10,000	2	...	...	...	1	17,000	6	...	...	...	40
Monessen	41	186,200	41	...	...	...	2	20,000	2	...	...	...	...	...	...	43
Monongahela	23	85,400	...	1	5,800	...	1	1,800	...	...	...	...	...	...	...	...
New Castle	205	1,236,450	205	8	85,000	16	5	72,000	6	...	...	...	...	...	...	227
Norristown	80	445,500	80	...	...	...	2	12,700	2	...	...	...	3	43,800	7	89
Oil City	17	89,050	...	...	...	...	3	9,500	...	...	...	...	...	...	...	...
Philadelphia	8,470	39,310,375	...	250	2,575,400	...	...	...	...	96	11,986,000	...	...	...	...	...
Pottsville	107	810,975	...	...	...	...	4	13,800	...	5	27,500	...	1	700,000	...	...
Scranton	211	1,130,305	...	38	292,800	...	18	153,445	...	6	62,000	...	...	...	...	...
Sunbury	13	59,825	13	20	113,054	40	...	...	...	...	...	...	...	...	...	53
Uniontown	60	259,210	60	3	40,200	6	4	32,000	7	1	18,000	4	5	89,900	14	91
Warren	51	192,035	51	...	...	...	...	...	...	...	...	...	...	...	...	51
Washington	35	127.825	...	...	...	...	8	25,000	...	...	...	...	...	...	...	...
Wilkes-Barre	161	847,111	161	29	261,903	58	1	26,500	1	17	411,700	63	2	265,000	39	322
Wilkinsburg	176	1,274,767	176	15	184,500	30	4	66,300	7	7	70,000	13	...	...	...	226
Total: 33 cities	12,044	$59,276,672	2,678	605	$5,519,432	556	139	$1,300,151	95	164	$13,272,510	246	39	$1,674,665	131	3,706[1]

[1] Is the total number of families provided for in twenty cities.

TABLE A.—NUMBER AND PROPOSED COST OF BUILDINGS (NEW CONSTRUCTION, ADDITIONS TO OLD BUILDINGS, ALTERATIONS AND REPAIRS) COVERED BY PERMITS ISSUED IN PENNSYLVANIA DURING THE YEAR 1926, BY INTENDED USE OF BUILDINGS—(Continued)

PART 1.—NEW RESIDENTIAL BUILDINGS.—(Continued)

City or Borough	Non-housekeeping dwellings						Total new residential dwellings	
	Hotels		Lodging houses		Others			
	Number	Cost	Number	Cost	Number	Cost	Number	Cost
Altoona							270	$1,490,972
Ambridge					1	$5,000	142	1,079,650
Bethlehem							161	1,241,190
Bradford							56	188,349
Bristol							12	75,300
Carlisle							35	191,600
Carrick	1	$22,500					165	1,128,387
Clairton							76	450,050
Coatesville							36	306,500
Donora							11	76,000
Duquesne			1	$22,957			84	507,872
Erie					2	100,600	488	2,841,262
Harrisburg							404	2,459,350
Hazleton							127	1,052,879
Johnstown					1	1,000	186	1,006,750
Lancaster							184	1,238,280
McKeesport							268	1,549,466
McKees Rocks							49	389,000
Meadville					2	140,000	36	342,000
Monessen							43	206,200
Monongahela							25	93,000
New Castle	1	350,000					219	1,743,450
Norristown					1	123,835	86	625,835
Oil City							20	98,550
Philadelphia	2	635,000			9	532,200	8,827	55,038,975
Pottsville							117	1,552,275
Scranton							273	1,638,550
Sunbury							33	172,879
Uniontown							73	439,310
Warren							51	192,035
Washington							43	152,825
Wilkes-Barre							210	1,812,214
Wilkinsburg	1	475,000					203	2,070,567
Total: 33 cities	5	$1,482,500	1	$22,957	16	$902,635	13,013	$83,451,522

TABLE A.—NUMBER AND PROPOSED COST OF BUILDINGS (NEW CONSTRUCTION, ADDITIONS TO OLD BUILDINGS, ALTERATIONS AND REPAIRS) COVERED BY PERMITS ISSUED IN PENNSYLVANIA DURING THE YEAR 1926, BY INTENDED USE OF BUILDINGS—(Continued)

PART 2.—NEW NON-RESIDENTIAL BUILDINGS

City or Borough	Amusement and recreation places		Churches		Factories, shops, etc.		Garages (public)		Garages (private)		Gasoline and Service stations		Institutions		Office buildings	
	No.	Cost	No.	Cost	No.	Cost	No.	Cost	No.	Cost	No.	Cost	No.	Cost	No.	Cost
Altoona	....	....	4	$414,000	4	$7,050	....	....	352	$173,665	3	$13,000	1	$130,000	1	$ 800
Ambridge	....	....	1	10,000	....	....	5	$11,500	63	35,435	....	....	....	....	2	35,000
Bethlehem	....	....	3	54,600	1	50,000	57	30,080	287	156,670	10	41,250	1	90,000	2	9,000
Bradford	....	....	1	4,000	3	15,000	4	32,800	105	67,341	1	2,000	2	224,086	....	....
Bristol	....	....	....	....	1	1,600	12	5,700	10	2,700	....	....	....	....	....	....
Carlisle	....	....	....	....	8	61,125	4	7,700	96	36,315	....	....	....	....	1	4,200
Carrick	1	$25,000	....	....	....	....	4	74,200	126	66,344	....	....	....	....	....	....
Clairton	....	....	....	....	1	12,000	1	1,100	59	10,090	....	....	....	....	....	....
Coatesville	....	....	....	....	....	....	3	11,100	98	41,050	1	10,000	....	....	....	....
Donora	....	....	....	....	....	....	....	....	8	9,575	....	....	....	....	....	....
Duquesne	....	....	....	....	....	....	2	6,000	77	36,430	2	800	....	....	....	....
Erie	....	....	1	10,000	16	223,812	4	45,000	840	224,708	9	37,050	3	218,850	4	176,750
Harrisburg	....	....	4	258,000	7	78,300	5	77,700	281	213,685	6	34,750	1	60,000	1	85,000
Hazleton	....	....	1	22,885	8	34,378	5	51,144	79	110,384	1	2,652	1	29,211	....	....
Johnstown	2	701,000	3	424,000	4	56,225	16	66,700	192	125,810	2	10,500	....	....	....	....
Lancaster	....	....	....	....	22	170,385	....	....	180	124,645	9	52,200	....	....	....	....
McKeesport	1	15,000	....	....	2	5,300	4	18,000	254	136,848	4	19,940	....	....	....	....
McKees Rocks	1	200,000	....	....	6	91,200	1	4,000	34	17,375	2	9,800	....	....	2	151,200
Meadville	1	15,000	....	....	2	304,000	2	13,000	18	9,750	1	3,000	....	....	....	....
Monessen	....	....	....	....	....	....	2	41,000	33	10,220	....	....	....	....	....	....
Monongahela	....	....	....	....	....	....	3	29,000	23	10,015	1	18,000	....	....	1	138,000
New Castle	1	18,000	2	16,000	3	23,200	2	13,500	286	83,940	24	23,805	1	2,000	2	3,000
Norristown	....	....	....	....	4	3,200	....	....	133	94,228	....	....	....	....	4	2,900
Oil City	....	....	1	4,500	4	97,500	1	500	90	31,270	....	....	....	....	....	....
Philadelphia	269	9,996,855	24	2,634,500	139	8,990,375	1,701	5,249,300[1]	....	....	....	....	7	2,484,000	63	21,734,025
Pottsville	1	41,600	1	150,000	4	166,000	8	30,850	96	92,250	....	....	....	....	1	300,000
Scranton	2	153,000	4	586,000	7	382,000	....	....	471	251,961	10	52,150	2	520,000	3	440,702
Sunbury	....	....	1	53,737	4	54,500	1	4,000	54	21,545	1	3,000	....	....	2	64,000
Uniontown	....	....	....	....	1	12,000	1	3,500	45	28,040	3	21,000	....	....	1	350
Warren	....	....	....	....	3	20,000	2	10,800	6	6,697	1	3,000	....	....	4	363,500
Washington	....	....	2	75,000	7	62,345	....	....	100	56,975	1	8,500	....	....	2	2,600
Wilkes-Barre	....	....	2	177,000	27	108,578	54	217,799	175	49,745	5	21,700	3	699,980	1	25,000
Wilkinsburg	....	....	2	137,000	....	....	5	74,000	144	127,325	....	....	1	75,000	3	179,000
Total: 33 cities	279	$11,165,455	57	$5,031,222	288	$11,030,073	1,909	$6,129,973	4,815	$2,463,031	97	$388,097	23	$4,533,127	100	$23,715,027

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[1] Item includes private garages.

TABLE A.—NUMBER AND PROPOSED COST OF BUILDINGS (NEW CONSTRUCTION, ADDITIONS TO OLD BUILDINGS, ALTERATIONS AND REPAIRS) COVERED BY PERMITS ISSUED IN PENNSYLVANIA DURING THE YEAR 1926, BY INTENDED USE OF BUILDINGS—(Continued)

PART 2.—NEW NON-RESIDENTIAL BUILDINGS—(Continued)

City or Borough	Public buildings		Public works and utilities		Schools		Sheds		Stables and barns		Stores, warehouses, etc.		All others		Total	
	No.	Cost	No.	Cost	No.	Cost	No.	Cost	No.	Cost	No.	Cost	No.	Cost	No.	Cost
Altoona			1	$15,000	1	$40,000	60	$8,272	6	$435	23	$283,900	34	$39,860	490	$1,125,982
Ambridge													1	9,000	72	100,935
Bethlehem					1	138,700			1	5,000	5	16,450	7	3,950	375	595,700
Bradford							4	2,735	1	200	3	56,800	3	2,720	127	407,682
Bristol					1	57,500									24	67,500
Carlisle					1	65,000	12	1,680	2	75	1	1,000			125	177,095
Carrick					1	2,000	2	323			2	4,800			136	172,667
Clairton			1	1,000			16	1,665	1	2,000	1	570	1	1,000	81	29,425
Coatesville			1	60,000							1	30,000			104	152,150
Donora					1	135,000					3	38,000			12	182,575
Duquesne	2	7,249	1	10,000			2	90			3	13,700			89	74,269
Erie	2	80,900	1	3,000			50	18,410			9	197,300	10	812,200	949	2,047,980
Harrisburg			2	18,575			2	1,925			15	151,200			324	979,135
Hazleton			1	19,431	1	775,760	5	4,532	1	486	4	20,447			107	1,071,310
Johnstown					1	850,000	9	350	1	1,000	34	372,300			264	2,607,885
Lancaster											10	500,500			221	847,730
McKeesport			1	1,500			26	3,310			17	208,750	2	1,400	311	410,048
McKees Rocks					2	361,000	2	600							50	835,175
Meadville			1	50,000					1	6,000					26	400,750
Monessen											2	25,500	2	57,300	39	134,020
Monongahela									1	150	1	9,930			30	205,095
New Castle	2	13,000					48	6,375	1	600	5	11,600	3	14,500	380	229,520
Norristown							7	225			8	49,165			156	149,718
Oil City							1	100	1	100	5	64,500	3	500	106	198,970
Philadelphia	4	1,982,995			17	8,723,865	24	1,360,000	1	1,000	221	6,226,160	61	655,605	2,531	70,038,680
Pottsville			1	5,700	1	65,000					4	280,000			117	1,131,400
Scranton					4	520,430	14	48,705	3	1,317	4	87,200			524	3,043,465
Sunbury											6	70,700			69	271,482
Uniontown											6	30,150			57	95,040
Warren											3	22,500	3	24,450	22	450,947
Washington							5	2,290			10	30,950			127	238,660
Wilkes-Barre											17	127,880			284	1,427,682
Wilkinsburg					1	250,000					7	120,859			163	963,184
Total: 33 cities	10	$2,084,144	11	$184,206	33	$11,984,255	289	$1,461,587	21	$18,363	430	$9,052,811	130	$1,622,485	8,492	$90,863,856

TABLE A.—NUMBER AND PROPOSED COST OF BUILDINGS (NEW CONSTRUCTION, ADDITIONS TO OLD BUILDINGS, ALTERATIONS AND REPAIRS) COVERED BY PERMITS ISSUED IN PENNSYLVANIA DURING THE YEAR 1926, BY INTENDED USE OF BUILDINGS—(Concluded)

PART 3.—REPAIRS, ALTERATIONS, AND ADDITIONS TO OLD BUILDINGS, AND GRAND TOTAL OF ALL PERMITS

City or Borough	Residential buildings				Nonresidential buildings		Total repairs, etc.		Grand total of all permits—new construction and repairs, etc.	
	Housekeeping dwellings		Nonhousekeeping dwellings							
	No.	Cost	No.	Cost	No.	Cost	No.	Cost	No.	Cost
Altoona	662	$272,923	......	....	126	$133,225	788	$406,148	1,548	$3,023,102
Ambridge	39	46,150	......	....	7	113,200	46	159,350	260	1,339,935
Bethlehem	176	159,727	8	$5,850	47	148,975	231	314,552	767	2,151,442
Bradford	133	58,477	......	....	10	7,525	143	66,002	326	662,033
Bristol	37	32,650	1	100	......	....	38	32,750	74	175,550
Carlisle	51	29,460	7	17,250	9	30,100	67	76,810	227	445,505
Carrick	34	40,246	1	400	1	45,000	36	85,646	337	1,386,700
Clairton	120	57,620	3	560	24	8,200	147	66,380	304	545,855
Coatesville	12	52,000	1	100	17	42,550	30	94,650	170	553,300
Donora	5	9,800	......	....	4	2,700	9	12,500	32	271,075
Duquesne	375	174,582	......	....	1	2,000	376	176,582	549	758,723
Erie	429	301,854	54	440,540	142	459,185	625	1,201,579	2,062	6,090,821
Harrisburg	238	273,815	1	600	124	620,365	363	894,780	1,091	4,333,265
Hazleton	80	138,730	4	10,970	4	3,312	88	153,012	322	2,277,201
Johnstown	564	251,900	2	300	19	46,250	585	298,450	1,035	3,913,085
Lancaster	231	128,522	......	....	81	113,575	312	242,097	717	2,328,107
McKeesport	1,730	565,151	......	....	......	....	1,730	565,151	2,309	2,524,665
McKees Rocks	12	18,150	2	62,500	......	....	14	80,650	113	1,304,825
Meadville	15	22,330	......	....	43	16,326	58	38,656	120	781,406
Monessen	33	44,403	......	....	18	28,325	51	72,728	133	412,948
Monongahela	22	7,856	3	4,600	1	1,000	26	13,456	81	311,551
New Castle	162	72,865	9	9,665	51	248,605	222	331,135	821	2,304,105
Norristown	251	124,813	......	....	142	445,893	393	570,706	635	1,346,259
Oil City	265	93,699	1	300	64	142,320	330	236,319	456	533,839
Philadelphia	6,328	14,147,060	......	....	......	....	6,328	14,147,060	17,686	139,224,715
Pottsville	98	94,435	1	1,000	7	63,800	106	159,235	340	2,842,910
Scranton	659	775,412	......	....	14	35,529	673	810,941	1,470	5,492,956
Sunbury	29	18,213	1	2,000	6	48,050	36	68,263	138	512,624
Uniontown	9	40,675	1	360	1	1,000	11	42,035	141	576,385
Warren	38	47,340	......	....	41	24,810	79	72,150	152	715,132
Washington	57	17,944	......	....	......	....	57	17,944	227	409,429
Wilkes-Barre	911	700,789	......	....	......	....	911	700,789	1,405	3,940,685
Wilkinsburg	29	91,500	......	....	1	4,200	30	95,700	396	3,129,451
Total: 33 cities	13,834	$18,911,091	100	$557,095	1,005	$2,836,020	14,939	$22,304,206	36,444	$196,619,584

REVIEW OF INDUSTRIAL STATISTICS

PREPARED BY
The Bureau of Statistics

THE LABOR MARKET

A slight improvement in employment conditions in May over April was shown by the reports of State Employment offices. Applicants for employment in May numbered 11,955 compared to 11,397 in April, a gain of 5 per cent. The number of jobs open was reported as 6,637, or 6 per cent more opportunities for employment than in April. For every 100 jobs reported open in May there were 180 workers available. This ratio was 182 for April, and 211 for March. The ratio for May, 1926, was 131. Placements made during May also show a gain over April. Employment was secured for 5,654 persons in May compared to 5,308 in April. The may ratio of applicants to placements was 211, compared to 215 for April, and 252 for March. The increases in applications and placements were noted in the male group only, the totals for women show slight reductions. The opening-up of outdoor work naturally created a greater demand for male than for female workers.

The construction, shipbuilding, and food products groups were the only three industries that showed a sustained demand for workers during the month.

The very prevalent cool weather and backward summer season has delayed any great demand for agricultural workers. Employment in summer resorts also has been noticeably slow although a slightly increased demand for workers is shown in the hotel and restaurant group.

Unskilled labor was very plentiful in all cities. Large construction projects, however, in some districts have absorbed a large percentage of the available local supply.

Food packers and canners are asking for many women to help with the early berry and vegetable crops. A slight shortage of workers in this group was reported.

The unusually large demand for workers in the retail trading group was caused by the opening of a large store in Erie where the entire sales personnel was supplied thru the State Employment office in that city.

Employment conditions in Harrisburg during May were more favorable than in any other of the nine cities where full-time State Employment offices are maintained. Placements made in Harrisburg represented 78 per cent of the number of applicants. Johnstown was next best with 75 per cent. Employment opportunities in Erie, Allentown, and Altoona also were fairly numerous. Reading reported 100 applicants for every 23 placements and showed very few openings in any of the industry groups. Employment conditions in Pittsburgh and Philadelphia, while somewhat better than in Reading, were not very favorable. There were 100 applicants for every 48 openings in Philadelphia and 100 to every 42 in Pittsburgh.

On the whole, it can be said that employment in May showed some improvement over April but that the usual seasonal gains were not as great as expected and in most instances placements fell below last year's record.

EMPLOYMENT, WAGES, AND HOURS WORKED

After a drop of 3 per cent in April, employment in the state as reported by 824 manufacturing concerns and 34 construction companies recovered somewhat and showed a gain of 0.1 per cent in May. Wage payments, however, were lower than in April and average weekly earnings in May were 2.5 per cent under the April average. The declines in earnings were not confined to any one industry group, but were well scattered throughout all groups. Since no instances of general cuts in wage rates were reported, it must be presumed that reduced operating time was responsible for the smaller earnings.

While the automobile manufacturing industry is relatively unimportant in Pennsylvania, the trend of employment and wages for the automobile firms in this state seems to conform closely to the national trend. A decided improvement in automobile plants was reported in May. Increased employment was reported by 8 of the 18 firms while weekly earnings in 12 establishments were considerably higher than in April. Working hours were extended and a majority of the plants were running full time in May.

Steel bar construction and repair again showed a decline in employment. Reductions in weekly earnings were reported by 17 of the 20 firms in this group. Earnings of carshop workers in May averaged $2.50 per week less than in April.

The large reduction of employment shown for the shipbuilding group is due to the cut in working forces made by a big shipbuilding firm that recently decided to discontinue shipbuilding operations. Nearly 1200 men were laid off by this company during May. Other shipbuilding firms report increased employment.

Hatters are beginning work on orders for fall and winter hats and report increased employment and working time. The seasonal fluctuations of work in this industry in recent years are not nearly so pronounced as formerly.

Business in hosiery and knitting mills showed improvement in some sections of the State. In general, however, mills were not operating full time and only 11 of the 38 firms showed gains over April either in employment or earnings.

Slightly increased earnings were reported by nearly all firms in the slaughtering and meat packing group.

The cigar and tobacco industry resumed normal operations in May following the very severe slump recorded in April. Several large cigar companies, with many factories scattered throughout Pennsylvania, had been almost entirely shut down during the week preceding and the week following Easter Sunday. Many religious anniversaries falling within that period which are observed as holidays by the foreign-born workers is the cause of this protracted suspension of operations.

Quite an unusual feature of the report is the reductions in employment and wages shown for the brick industry. The general reduction of earnings and working time must have some significance coming at this season of the year when ordinarily top speed production and overtime is necessary to supply the needs of the construction industry. Keen competition for American markets might be one factor, and the increasing use of brick substitutes another. Some employers claim, however, that with the introduction of improved brick-making machinery, production schedules are being maintained despite the shorter operating time.

A few pottery manufacturers report reduced earnings, and only 60 per cent operation.

Employment in the construction industry in May gained 19 per cent over April. All groups shared in the higher volume of employment; street and highway construction showing a greater gain than either building or general construction. Although the employment gain for the first month (April) of real construction activity is a substantial one, the percentage gain for May over April is smaller than last year. The employment increase for May over April, 1926, was 25.4 per cent. Possibly, the late arrival of mild weather has retarded employment. It is evident that the reduced volume of construction thus far in 1927 has had some effect on construction employment. The Department's index of employment for the construction industry shows 83.1 for May, 1927, compared to 127.7 for May, 1926, a decrease in 1927 of nearly 43 per cent. Building permits issued in 34 Pennsylvania cities and boroughs for the first 4 months of 1927 are 11 per cent below last year.

INDUSTRIAL ACCIDENTS AND COMPENSATION COSTS

Fatal accidents in the industries of Pennsylvania again in May, as in April, showed a slight gain over the preceding month. Reports to the Bureau of Workmen's Compensation show fatality totals of 173 for May compared to 170 for April, and 166 for March, 1927. In May, 1926, there were 172 fatal accidents reported to the Bureau. The number of industrial fatalities for the first five months of this year is almost 8 per cent higher than the fatality total for the same period in 1926. Thus far in this year 863 workers have lost their lives thru industrial accident. Last year the total of fatalities for the first 5 months was 801. Anthracite mines have been operating nearly full time in 1927 while last year, work in anthracite mines, following the suspension of September, 1925, was not resumed fully until the middle of March, 1926. This factor is responsible for the apparent increase in fatal accidents in 1927.

The total of non-fatal accidents reported to the Bureau of Workmen's Compensation during May was 12,869 representing a gain of 1.3 per cent over April. The non-fatal accident total for May, however, is 11.4 per cent below May, last year.

An examination of the industrial classification of the 173 fatal accidents reported in May shows that 26 of the number killed were engaged in the construction industry; 30 in manufacturing concerns; 80, or nearly half the total, in coal mines—57 in anthracite and 23 in bituminous; 15 were employed in the transportation industry; 5 in public utility works; 2 in retail stores; 2 in wholesale trading firms; 8 in the state and municipal group; and 5 in miscellaneous occupations.

The construction industry and anthracite mines both present an unusually bad fatality record for May. An increase of accidents in the construction industry in May is not unexpected because of the seasonal expansion of construction employment, but the total of 26 fatal accidents reached in May is the highest number reported for that industry during any month since October, 1925, and is an increase of 10 over May, 1926.

The fatal accident total reported from anthracite mines during May was the highest for any month since August, 1925. Fortunately, however, the high fatality rate in anthracite mines was not duplicated in the bituminous coal fields. Only 23 fatal accidents were reported from bituminous mines during May, or 19 less than in April. This is the best report for the bituminous industry since July, 1925. It is barely possible that the non-renewal of the bituminous wage agreement and the consequent lower employment together with a drop in market demand for bituminous coal were in some measure responsible for the lower total of fatalities. It is reported that production tonnage dropped approximately 7 per cent in May in the Pennsylvania bituminous fields.

Thirty fatalities were reported from the manufacturing group of industries in May. While this total is slightly higher than the total for April it represents the second consecutive month that fatalities in manufacturing industries have been 25 per cent below normal and indicates very effective accident prevention work in manufacturing industries during recent months. Nineteen of the 30 fatalities in this group occurred in the metal industries.

Quarries, notwithstanding a very busy month, did not report a single fatality.

Falling objects with a total of 48 was the outstandning cause of death in industry during May. Forty-two of the deaths in this cause class were charged to accidents in coal mines. Explosive substances and falls of persons with 26 each, and cars and engines with 21 were the other predominating causes of fatal injury. Eleven persons fell to their deaths while engaged in construction activity. Two accidents in the construction industry in which four men were killed might have been prevented if proper supervision of work had been exercised by the foremen or other responsible persons.

Deaths due to contact with electric current jumped from not any in April to 13 in May. Five of these were employes of electric light and power companies.

Power working machines were responsible for only 4 deaths in May, two of these were coal mining machines.

Crane accidents caused the death of 8 men, 4 of these in the metal industry.

Deaths due to motor vehicles were much less than in April, dropping from 15 in April to 6 in May.

Several accidents are of particular interest because of the unusual circumstances surrounding their occurrence. Four were killed by gas explosions in mines where it was charged that the gas explosion occurred because the men were smoking cigarettes. A steel mill worker while lighting a cigarette ignited his oily apron and was burned so severly that he died. Horseplay in a mill lavatory resulted in a fall that killed its inceptor.

A small hot water boiler in a restaurant exploded and killed a steward who was sitting near it.

Two window cleaners were killed by falls.

The reports showed many instances where death resulted because of the failure either of employers to prohibit unsafe practices or of workers to observe the ordinary rules of safety governing their everyday work.

During May, agreements for the payments of compensation were approved in 8,229 cases involving payments aggregating $1,087,132 distributed as follows:

128	fatal cases	$380,418
262	permanent disability cases	268,041
7,839	temporary disability cases	488,673

Compensation awards for the first five months of 1927 total $5,007,108, or $678,666 (12%) less than the amount for the first 5 months of 1926.

The average duration of disability for compensation cases in May was 41 days compared to 31 days for April cases, indicating an increase in the severity of accidental injuries.

EMPLOYMENT AND WAGES IN PENNSYLVANIA

Group and Industry	No. of Plants Reporting	Number of wage earners—week ended			Total weekly wages—week ended			Average weekly earnings—week ended		
		May 15, 1927	April 15, 1927	Per cent Change	May 15 1927	April 15, 1927	Per cent Change	May 15, 1927	April 15, 1927	Per cent Change
ALL INDUSTRIES (46)	858	288,617	288,463	+ 0.1	$7,511,054	$7,695,507	— 2.4	$26.02	$26.68	— 2.5
Metal Manufactures:	287	149,059	151,873	— 1.9	4,175,651	4,397,150	— 5.0	28.01	28.95	— 3.2
Automobiles, bodies and parts	18	12,873	12,485	+ 3.1	417,010	373,321	+11.7	32.39	29.90	+ 8.3
Car construction and repair	20	19,890	20,645	— 3.7	527,625	599,533	—12.0	26.53	29.04	— 8.6
Electrical machinery and apparatus	20	6,753	6,723	+ 0.4	157,461	154,469	+ 1.9	23.32	22.98	+ 1.5
Engines, machines, and machine tools	38	10,849	10,854	— 0.0	315,225	316,449	— 0.4	29.06	29.16	— 0.3
Foundries and machine shops	57	9,312	9,337	— 0.3	266,914	282,175	— 5.4	28.66	30.22	— 5.2
Heating appliances and apparatus	15	3,889	3,943	— 1.4	112,938	117,650	— 4.0	29.04	29.84	— 2.7
Iron and steel blast furnaces	12	12,591	13,119	— 4.0	349,547	378,291	— 7.6	27.76	28.84	— 3.7
Iron and steel forgings	10	2,741	2,948	— 7.0	59,144	65,237	— 9.3	21.58	22.13	— 2.5
Steel works and rolling mills	36	39,053	39,810	— 1.9	1,103,064	1,180,677	— 6.6	28.25	29.66	— 4.8
Structural iron works	17	4,633	4,533	+ 2.2	127,997	125,560	+ 1.9	27.63	27.70	— 0.3
Miscellaneous iron and steel products	24	18,828	18,880	— 0.3	529,813	571,885	— 7.4	28.14	30.29	— 7.1
Shipbuilding	3	5,110	5,996	—14.8	142,355	164,766	—13.6	27.86	27.48	+ 1.4
Hardware	8	1,749	1,774	— 1.4	46,322	46,329	— 0.0	26.48	26.12	+ 1.4
Non-ferrous metals	9	788	826	— 4.6	20,236	20,808	— 2.7	25.68	25.19	+ 1.9
Textile products:	171	55,186	55,462	— 0.5	1,200,697	1,197,861	+ 0.2	21.76	21.60	+ 0.7
Carpets and rugs	10	3,107	3,062	+ 1.5	81,182	78,234	+ 3.8	26.13	25.55	+ 2.3
Clothing	34	5,192	5,375	— 3.4	93,525	95,991	— 2.6	18.01	17.86	+ 0.8
Hats, felt and other	6	4,509	4,364	+ 3.3	109,741	99,357	+10.5	24.34	22.77	+ 6.9
Cotton goods	16	4,513	4,625	— 2.4	102,541	109,774	— 6.6	22.72	23.73	— 4.3
Silk goods	43	17,491	17,596	— 0.6	327,373	339,066	— 3.4	18.72	19.27	— 2.9
Woolens and worsteds	14	5,835	6,119	— 4.6	122,991	134,198	— 8.4	21.08	21.93	— 3.9
Knit goods and hosiery	38	12,563	12,310	+ 2.1	313,891	289,991	+ 8.2	24.99	23.56	+ 6.1
Dyeing and finishing textiles	10	1,976	2,011	— 1.7	49,453	51,250	— 3.5	25.03	25.48	— 1.8
Foods and tobacco:	108	23,151	20,344	+13.8	484,468	423,449	+14.4	20.93	20.81	+ 0.6
Bakeries	32	4,654	4,559	+ 2.1	138,634	134,569	+ 3.0	29.79	29.52	+ 0.9
Confectionery and ice cream	24	5,328	5,240	+ 1.7	122,287	118,004	+ 3.6	22.95	22.52	+ 1.9
Slaughtering and meat packing	14	2,026	2,051	— 1.2	61,136	57,864	+ 5.7	30.18	28.21	+ 7.0
Cigars and tobacco	38	11,143	8,494	+31.2	162,411	113,012	+43.7	14.58	13.30	+ 9.6

EMPLOYMENT AND WAGES IN PENNSYLVANIA—(Continued)

Building materials:	67	20,703	20,693	+ 0.0	$580,940	$605,783	— 4.1	$28.06	$29.27	— 4.1
Brick, tile and terra cotta products	26	4,292	4,382	— 2.1	108,148	120,146	—10.0	25.20	27.42	— 8.1
Cement	14	7,512	7,463	+ 0.7	238,368	237,968	+ 0.2	31.73	31.89	— 0.5
Glass	24	8,064	8,040	+ 0.3	213,283	225,487	— 5.4	26.45	28.05	— 5.7
Pottery	3	835	808	+ 3.3	21,141	22,182	— 4.7	25.32	27.45	— 7.8
Construction and Contracting:	34	5,470	4,593	+19.1	154,186	127,937	+20.5	28.19	27.85	+ 1.2
Buildings	17	1,296	1,125	+15.2	42,021	35,177	+19.5	32.42	31.27	+ 3.7
Street and highway	4	1,604	1,295	+23.9	43,369	33,801	+28.3	27.04	26.10	+ 3.6
General	13	2,570	2,173	+18.3	68,796	58,959	+16.5	26.77	27.13	— 1.3
Chemicals and allied products:	39	9,514	9,797	— 2.9	271,771	287,637	— 5.5	28.57	29.36	— 2.7
Chemicals and drugs	22	1,294	1,358	— 4.7	35,150	36,102	— 2.6	27.16	26.58	+ 2.2
Explosives	3	579	554	+ 4.5	14,413	15,282	— 5.7	24.89	27.58	— 9.8
Paints and varnishes	9	1,153	1,118	+ 3.1	29,733	30,879	— 3.7	25.79	27.62	— 6.6
Petroleum refining	5	6,488	6,767	— 4.1	192,475	205,374	— 6.3	29.67	30.35	— 2.2
Miscellaneous industries:	152	25,534	25,701	— 0.6	643,341	655,690	— 1.9	25.20	25.51	— 1.2
Lumber and planing mill products	25	3,151	3,128	+ 0.7	62,548	66,296	— 5.7	19.85	21.19	— 6.3
Furniture	20	1,913	1,885	+ 1.5	43,748	43,269	+ 1.1	22.87	22.95	— 0.3
Leather tanning	17	5,451	5,595	— 2.6	142,971	146,035	— 2.1	26.23	26.10	+ 0.5
Leather products	7	518	548	— 5.5	10,622	11,295	— 6.0	20.51	20.61	— 0.5
Boots and shoes	23	3,938	4,004	— 1.6	71,812	75,607	— 5.0	18.24	18.88	— 3.4
Paper and pulp products	19	4,537	4,517	+ 0.4	121,821	121,627	+ 0.2	26.85	26.93	— 0.3
Printing and publishing	35	3,667	3,664	+ 0.1	129,806	130,709	— 0.7	35.40	35.67	— 0.8
Rubber tires and goods	3	904	903	+ 0.1	27,680	27,999	— 1.1	30.62	31.01	— 1.3
Novelties and jewelry	3	1,455	1,457	— 0.1	32,333	32,853	— 1.6	22.22	22.55	— 1.5

EMPLOYMENT AND WAGES IN PENNSYLVANIA—(Continued)

Group and Industry	No. of Plants Reporting	Total weekly man-hours—week ended May 15, 1927	Total weekly man-hours—week ended April 15, 1927	Total weekly man-hours—Per cent Change	Average hourly wages—week ended May 15, 1927	Average hourly wages—week ended April 15, 1927	Average hourly wages—Per cent Change
ALL INDUSTRIES (*46*)	499	7,770,341	7,955,398	— 2.3	$.578	$.578	0.0
Metal manufactures:	210	5,034,339	5,229,216	— 3.7	.607	.608	— 0.2
Automobiles, bodies and parts	14	606,092	539,320	+12.4	.629	.618	+ 1.8
Car construction and repair	15	345,403	373,288	— 7.5	.616	.618	— 0.3
Electrical machinery and apparatus	15	181,142	187,045	— 3.2	.511	.514	— 0.6
Engines, machines, and machine tools	30	465,740	456,355	+ 2.1	.591	.604	— 2.2
Foundries and machine shops	46	390,432	405,963	— 3.8	.608	.615	— 1.1
Heating appliances and apparatus	6	81,459	83,699	— 2.7	.588	.582	+ 1.0
Iron and steel blast furnaces	10	413,347	447,228	— 7.6	.596	.594	+ 0.3
Iron and steel forgings	6	45,067	50,223	—10.3	.610	.643	— 5.1
Steel works and rolling mills	24	1,589,357	1,695,277	— 6.2	.611	.612	— 0.2
Structural iron works	11	88,003	84,611	+ 4.0	.578	.587	— 1.5
Miscellaneous iron and steel products	17	511,355	555,823	— 8.0	.625	.618	+ 1.1
Shipbuilding	3	222,967	256,565	—13.1	.638	.642	— 0.6
Hardware	6	57,921	57,581	+ 0.6	.538	.535	+ 0.6
Non-ferrous metals	7	36,054	36,238	— 0.5	.529	.533	— 0.8
Textile products:	77	989,003	998,244	— 0.9	.491	.475	+ 3.4
Carpets and rugs	6	104,275	97,412	+ 7.0	.513	.517	— 0.8
Clothing	11	53,656	51,911	+ 3.4	.331	.348	— 4.9
Hats, felt and other	...	...	...	...	...	...	...
Cotton goods	13	85,505	92,534	— 7.6	.473	.473	0.0
Silk goods	22	394,969	401,940	— 1.7	.402	.407	— 1.2
Woolens and worsteds	8	102,562	111,920	— 8.4	.466	.461	+ 1.1
Knit goods and hosiery	12	219,571	208,353	+ 5.4	.694	.623	+11.4
Dyeing and finishing textiles	5	28,465	34,174	—16.7	.511	.505	+ 1.2
Foods and tobacco:	42	285,915	277,197	+ 3.1	.505	.504	+ 0.2
Bakeries	16	76,476	74,619	+ 2.5	.519	.520	— 0.2
Confectionery and ice cream	10	132,824	128,586	+ 3.3	.487	.483	+ 0.8
Slaughtering and meat packing	9	66,014	61,374	+ 7.6	.535	.549	— 2.6
Cigars and tobacco	7	10,601	12,618	—16.0	.429	.414	+ 3.6

EMPLOYMENT AND WAGES IN PENNSYLVANIA—(Concluded)

Building materials:	33	566,105	598,257	— 5.4	$.567	$.567	0.0
Brick, tile and terra cotta products	13	114,399	122,789	— 6.8	.559	.571	— 2.1
Cement	7	236,197	238,501	— 1.0	.531	.519	+ 2.3
Glass	13	215,509	236,967	— 9.1	.611	.613	— 0.3
Pottery	.....	.....	.....	.....	.....	.....	.....
Construction and Contracting:	29	238,428	195,084	+22.2	.591	.589	+ 0.3
Buildings	15	48,513	39,793	+21.9	.799	.776	+ 3.0
Street and highway	4	80,289	61,398	+14.5	.540	.551	— 2.0
General	10	109,626	93,893	+16.8	.536	.534	+ 0.4
Chemical and allied products:	15	76,564	77,438	— 1.1	.527	.524	+ 0.6
Chemicals and drugs	10	30,126	30,036	+ 0.3	.498	.499	— 0.2
Explosives	.....	.....	.....	.....	.....	.....	.....
Paints and varnishes	5	46,438	47,402	— 2.0	.546	.540	+ 1.1
Petroleum refining	.....	.....	.....	.....	.....	.....	.....
Miscellaneous Industries:	93	579,987	579,962	+ 0.0	.528	.532	— 0.8
Lumber and planing mill products	18	52,860	51,883	+ 1.9	.483	.484	— 0.2
Furniture	15	66,013	63,155	+ 4.5	.489	.500	— 2.2
Leather tanning	9	103,095	106,342	— 3.1	.545	.535	+ 1.9
Leather products	4	5,197	5,508	— 5.6	.490	.501	— 2.2
Boots and shoes	11	88,204	85,076	+ 3.7	.381	.394	— 3.3
Paper and pulp products	11	155,976	156,890	— 0.6	.525	.525	0.0
Printing and publishing	22	62,222	64,622	— 3.7	.754	.748	+ 0.8
Rubber tires and goods	3	46,420	46,486	— 0.1	.596	.602	— 1.0
Novelties and jewelry	.....	.....	.....	.....	.....	.....	.....

Accidents Occurring During Course of Employment Reported to the Bureau of Workmen's Compensation

ACCIDENT REPORTS RECEIVED

1927	Fatal	Permanent Disability	Temporary Disability	Total
January	170	144	14,353	14,667
February	184	154	12,947	13,285
March	165	150	14,182	14,497
April	170	145	12,548	12,863
May	173	139	12,730	13,042
June	...	...	......	......
1926				
January	150	138	12,677	12,965
February	149	123	11,835	12,107
March	185	202	15,404	15,791
April	145	143	14,106	14,394
May	172	165	14,356	14,693
June	163	142	15,091	15,396
Total—1926	2,135	1,904	176,380	180,419
*Grand Total	27,683	8,890	1,910,968	1,947,541

AGREEMENTS APPROVED

1927	Fatal	Permanent Disability	Temporary Disability	Total
January	158	248	4,760	5,166
February	174	363	3,994	4,531
March	174	321	4,949	5,444
April	131	231	6,829	7,191
May	128	262	7,839	8,229
June	...	...	.....	.....
1926				
January	150	288	5,848	6,286
February	105	258	4,479	4,842
March	161	332	5,862	6,355
April	134	339	6,295	6,768
May	147	264	5,826	6,237
June	143	321	6,077	6,541
Total—1926	1,830	3,563	69,942	75,335
*Grand Total	21,106	19,224	700,577	740,907

*Since the inception of the Act—January 1, 1916.

Compiled from Records in the Bureau of Workmen's Compensation

COMPENSATION AWARDED AND PAID

	Awarded			
1927	Total Compensation Awarded	Fatal Compensation Awarded	Permanent Disability Compensation Awarded	Temporary Disability Compensation Awarded
January	$ 995,196	$528,084	$210,190	$256,922
February	1,097,268	504,421	374,696	218,151
March	977,895	510,805	246,880	220,210
April	848,617	393,650	206,586	248,381
May	1,087,132	380,418	268,041	438,673
June	....	....	....	....
1926				
January	$1,043,269	$362,749	$288,235	$392,285
February	860,267	320,937	223,523	315,307
March	1,227,873	491,084	357,591	379,198
April	1,097,350	359,512	319,392	418,446
May	1,032,140	406,243	278,324	347,573
June	1,059,713	368.335	304 730	386,593
Total—1926	$ 12,979,641	$ 5,278,927	$ 3 384 399	$ 4,316,315
*Grand Total	$116,828,003	$57,867,003	$23,446,212	$35,514,788

	Paid			
1927	Total Compensation Paid	Fatal Compensation Paid	Permanent Disability Compensation Paid	Temporary Disability Compensation Paid
January	$ 867,141	$331,075	$279,144	$256,922
February	746,916	279,197	249,568	218,151
March	855,673	359,705	275,758	220,210
April	785,120	290,396	246,343	248,381
May	916,262	211,002	266,587	438,673
June	....	....	....	....
1926				
January	$ 962,679	$275,824	$294,570	$392,285
February	768,935	262,555	190,623	315,807
March	1,115,853	398,655	338,000	379,198
April	1,015,851	299,268	298,137	418,446
May	863,508	249,517	266,418	347,573
June	1,025,039	383,923	254,518	386 593
Total—1926	$ 11,037,688	$ 3,529,120	$ 3,192,253	$ 4,316,315
*Grand Total	$ 77,849,170	$24,098,817	$18,235,565	$35,514,788

*Since the inception of the Act—January 1, 1916.

** PERMANENT INJURIES

1927	Loss of Legs		Loss of Arms		Loss of Hands		Loss of Feet		Loss of Eyes	
	No.	Amt. Awarded	No.	Amt. Awarded	No.	Amt. Awarded	No.	Amt. Awarded	No.	Amt. Awarded
January	10	$25,714	8	$20,640	13	$26,759	8	$14,708	34	$49,923
February	19	46,639	9	23,220	28	54,922	18	31,609	77	116,274
March	11	28,164	8	19,545	15	28,105	10	16,724	46	70,674
April	4	12,660	4	10,143	15	30,905	10	16,763	32	46,858
May	9	23,060	7	17,291	15	29,728	10	18,624	50	77,095
June	..	......	..	......	..	......	..	......	..	......
1926										
January	11	$28,475	3	$ 7,740	19	$37,807	15	$28,355	53	$79,570
February	11	26,688	7	18,060	13	26,166	11	19,538	26	41,000
March	14	36,706	11	28,844	27	50,497	24	43,786	51	78,677
April	9	23,170	6	15,480	20	38,614	21	39,064	51	76,027
May	11	26,789	10	25,723	19	39,555	19	32,650	44	68,685
June	14	34 800	10	24,970	18	35,361	17	29,862	53	78,284
Total—1926	124	$311,378	83	$207,090	229	$458,088	192	$344,481	575	$870,732
*Grand Total	1,161	$2,329,625	805	$1,763,476	2,554	$4,573,239	1,472	$2,890,667	6,254	$8,571,330

*Since the inception of the act—January 1, 1916.

**Multiple losses separated respectively.

Note: The above table presents changes in a number of items from similar tables previously published. The changes have been made as information received subsequent to the publication of former tables made such corrections necessary.

**PERMANENT INJURIES—(Concluded)

1927	Loss of Fingers		Loss of Phalanges		Miscellaneous		Total	
	No.	Amt. Awarded	No.	Amt. Awarded	No.	Amt. Awarded	Amt. Awarded	Amount Paid
January	99	$33,993	99	$19,164	15	$19,289	$210,190	$279,144
February	154	54,073	97	18,274	13	29,685	374,696	249,568
March	142	39,919	130	23,366	10	20,383	246,880	275,758
April	113	38,669	88	14,417	13	36,171	206,586	246,343
May	95	31,589	95	18,822	17	51,832	268,041	266,587
June	...	......	...	......	..	......	....	....
1926								
January	140	$48,520	92	$18,143	19	$39,625	$288,235	$294,670
February	141	48,947	106	18,402	12	24,722	223,523	190,623
March	150	52,856	96	18,804	21	47,421	357,591	338,000
April	146	51,185	120	22,297	21	53,555	319,392	298,137
May	109	38,187	80	15,895	11	30,840	278,324	266,418
June	146	50,354	111	19,284	16	31,815	304,730	254,518
Total—1926	1,553	$537,332	1,286	$241,319	188	$413,979	$3,384,399	$3,192,253
*Grand Total	4,747	$1,611,263	3,981	$742,393	524	$1,464,219	$23,446,212	$18,235,565

*Since the inception of the act—January 1, 1916.

**Multiple losses separated respectively.

Note: The above table presents changes in a number of items from similar tables previously published. The changes have been made as information received subsequent to the publication of former tables made such corrections necessary.

ACCIDENTS OCCURRING DURING COURSE OF EMPLOYMENT REPORTED TO THE BUREAU OF WORKMEN'S COMPENSATION DURING MAY, 1927

Cause	Total of All Industries		CONSTRUCTION AND CONTRACTING						COAL MINING				Mining, Other Than Coal Mining, and Quarrying		MANUFACTURING																	
			Building Construction		Other Construction		Contracting		Anthracite Coal Mining		Bituminous Coal Mining				Total of Manufacturing Industries		Chemicals and Allied Products		Clay, Glass and Stone Products		Clothing		Food and Kindred Products		Leather, Rubber and Composition Goods		Lumber, Wood and their Products		Paper and Paper Products and Printing and Publishing		Textiles	
*	F	N F	F	N F	F	N F	F	NF	F	N F	F	N F	F	N F	F	N F	F	N F	F	N F	F	N F	F	N F	F	N F	F	N F	F	N F	F	N F
Total of all causes	173	12,869	10	927	9	290	7	260	57	2,472	23	1,654	..	184	30	4,625	5	236	1	405	..	136	2	389	..	131	2	331	1	214	..	208
Working Machinery	4	1,046	..	33	..	13	1	5	1	35	1	76	..	11	1	791	..	9	..	30	..	62	..	36	..	22	..	88	...	64	..	68
Boilers and Pressure Apparatus	1	15	..	.....	..	2	..	....	...	1	...	.....	..	.....	..	11	..	1	..	.....	..	.....	..	1	..	.....	..	.....	...	.....	..	....
Pumps and Prime Movers	...	32	..	4	..	.....	..	3	...	3	...	5	..	.....	..	14	..	3	..	.....	..	.....	..	1	..	.....	..	.....	...	1	..	1
Transmission Apparatus	...	35	..	1	..	2	..	1	...	9	...	7	..	1	..	14	..	1	..	1	..	1	..	1	..	.....	..	1	...	.....	..	3
Elevators and Hoists	3	77	1	12	..	1	..	....	...	15	...	6	..	1	..	21	..	1	..	1	..	.....	..	6	..	1	..	.....	...	2	..	1
Cranes and Derricks	8	219	..	23	2	23	..	18	1	6	...	5	..	5	4	122	..	3	..	2	..	.....	..	1	..	1	..	2	...	1	..	....
Cars and Engines	21	1,138	..	7	1	3	..	2	2	388	2	367	..	23	3	107	1	3	..	32	..	2	..	2	..	1	..	1	...	.....	..	....
Motor Vehicles	6	499	..	39	1	26	..	13	...	3	...	1	..	5	2	162	..	10	..	5	..	1	1	31	..	4	..	11	...	6	..	....
Other Vehicles	2	97	..	5	..	3	..	6	...	2	...	2	..	.....	..	30	..	3	..	2	..	.....	..	14	..	1	..	9	...	.....	..	1
Hand Trucks	...	205	..	10	..	3	..	4	...	3	...	4	..	2	..	131	..	10	..	22	..	.....	..	11	..	5	..	4	...	9	..	6
Water and Air Craft	2	11	..	.....	..	.....	..	3	...	.....	1	1	..	.....	..	2	..	.....	..	.....	..	.....	..	.....	..	.....	..	.....	...	.....	..	....
Handling Objects—By Hand	2	2,829	..	208	..	61	..	62	...	489	...	212	..	46	1	1,193	..	59	..	118	..	17	..	104	..	41	1	83	...	49	..	37
Hand Tools	3	1,233	1	91	..	30	1	21	...	278	...	176	..	22	1	415	..	22	..	23	..	17	..	34	..	15	..	53	...	10	..	9
Electricity	13	96	..	1	2	.....	..	....	1	20	2	19	..	1	2	28	1	.....	..	2	..	1	..	2	..	1	..	1	...	3	..	1
Explosive Substances	26	125	..	7	..	5	1	3	21	54	1	13	..	....	3	25	1	7	..	2	..	1	..	2	..	.....	..	.....	...	1	..	2
Hot and Corrosive Substances	3	383	..	32	..	6	..	8	...	16	...	11	..	5	2	221	..	19	..	18	..	1	..	21	..	8	..	1	1	8	..	9
Falling Objects	48	1,792	1	90	..	19	3	32	26	636	16	535	..	28	2	355	..	19	..	38	..	2	..	18	..	12	1	28	...	18	..	7
Falls of Persons	26	1,545	7	197	3	53	1	44	3	213	...	90	..	19	7	478	2	42	1	57	..	9	1	57	..	11	..	27	...	28	..	29
Stepping upon or Striking Against Objects	2	944	..	142	..	31	..	23	1	181	...	67	..	8	1	327	..	17	..	35	..	17	..	27	..	5	..	11	...	12	..	26
Miscellaneous	3	548	..	25	..	9	..	12	1	120	...	57	..	7	1	178	..	7	..	17	..	5	..	20	..	3	..	11	...	2	..	8

*F—Fatal. N F—Non-Fatal.

ACCIDENTS OCCURRING DURING COURSE OF EMPLOYMENT REPORTED TO THE BUREAU OF WORKMEN'S COMPENSATION DURING MAY, 1927—(Concluded)

Cause	MANUFACTURING—Concluded															
	METALS AND METAL PRODUCTS															
	Total		Blast Furnaces and Steel Works		Rolling Mills		Foundries and Machine Shops		Fabrication		Car Repair Shops		Automobile Service Stations		Other	
*	F	N F	F	N F	F	N F	F	N F	F	N F	F	N F	F	N F	F	N F
Total of all causes	19	2,502	3	157	9	418	3	400	1	1,027	2	313	1	187	..	73
Working Machinery	1	388	..	11	..	58	..	68	1	222	..	18	..	11	..	24
Boilers and Pressure Apparatus	..	9	..	1	..	....	..	1	..	4	..	3	..	....	..	....
Pumps and Prime Movers	..	8	..	....	..	1	..	1	..	4	..	1	..	1	..	....
Transmission Apparatus	..	6	..	....	..	1	..	1	..	3	..	1	..	....	..	....
Elevators and Hoists	..	8	..	....	..	....	..	....	..	7	..	....	..	1	..	1
Cranes and Derricks	4	112	..	20	3	27	..	25	..	32	1	7	..	1	..	....
Cars and Engines	2	64	..	5	2	10	..	2	..	9	..	37	..	1	..	2
Motor Vehicles	1	92	..	2	..	5	..	4	..	12	..	3	1	66	..	2
Other Vehicles	..	....	..	....	..	....	..	....	..	....	..	....	..	....	..	....
Hand Trucks	..	63	..	....	..	13	..	9	..	29	..	12	..	....	..	1
Water and Air Craft	..	2	..	1	..	....	..	....	..	1	..	....	..	....	..	....
Handling Objects—By Hand	..	666	..	31	..	122	..	112	..	309	..	65	..	27	..	19
Hand Tools	1	230	..	16	1	33	..	26	..	73	..	54	..	28	..	2
Electricity	1	17	..	....	..	2	1	2	..	11	..	2	..	....	..	....
Explosive Substances	2	10	1	1	1	2	..	1	..	1	..	1	..	4	..	....
Hot and Corrosive Substances	1	133	..	16	1	23	..	49	..	29	..	10	..	6	..	3
Falling Objects	1	211	..	25	..	39	..	33	..	88	1	20	..	6	..	2
Falls of Persons	3	211	2	16	1	36	..	26	..	75	..	42	..	16	..	7
Stepping upon or Striking Against Objects	1	171	..	10	..	29	1	28	..	73	..	18	..	13	..	6
Miscellaneous	1	101	..	2	..	17	1	12	..	45	..	19	..	6	..	4

Cause	TRANSPORTATION AND PUBLIC UTILITIES						OTHER INDUSTRIES									
									TRADING							
	Steam Railroads		Other Transportation		Public Utilities		Hotels and Restaurants		Retail		Wholesale		State and Municipal		Miscellaneous	
*	F	N F	F	N F	F	N F	F	N F	F	N F	F	N F	F	N F	F	N F
Total of all causes	12	662	3	168	5	222	3	128	2	457	2	94	8	290	2	436
Working Machinery	....	2	....	1	....	8	..	11	..	17	..	....	..	6	..	37
Boilers and Pressure Apparatus	....	1	....	....	....	....	1	....	..	....	..	....	..	....	..	....
Pumps and Prime Movers	....	1	....	....	....	2	..	....	..	....	..	....	..	....	..	....
Transmission Apparatus	....	....	....	....	....	....	..	....	..	....	..	....	..	....	..	....
Elevators and Hoists	....	1	....	....	....	1	2	3	..	8	..	2	..	....	..	6
Cranes and Derricks	1	6	....	1	....	1	..	....	..	2	..	1	..	2	..	4
Cars and Engines	10	218	3	15	....	1	..	....	..	3	..	2	..	2	..	....
Motor Vehicles	1	14	....	51	....	16	..	....	1	56	..	9	1	46	..	58
Other Vehicles	....	1	....	2	....	5	..	....	1	14	..	2	..	11	1	14
Hand Trucks	....	26	....	2	....	2	..	....	..	5	..	5	..	2	..	6
Water and Air Craft	....	1	....	2	....	1	..	....	..	....	1	....	..	....	..	1
Handling Objects—By Hand	....	118	....	33	....	42	..	41	..	136	..	35	1	41	..	112
Hand Tools	....	49	....	14	....	29	..	18	..	36	..	3	..	23	..	28
Electricity	....	2	....	7	5	15	..	1	..	1	..	....	..	....	1	1
Explosive Substances	....	....	....	....	....	5	..	2	..	1	..	....	..	9	..	1
Hot and Corrosive Substances	....	15	....	2	....	7	..	17	..	6	..	3	1	19	..	15
Falling Objects	....	27	....	5	....	17	..	....	..	13	..	3	..	11	..	21
Falls of Persons	....	97	....	15	....	45	..	23	..	101	1	20	4	67	..	83
Stepping upon or Striking Against Objects	....	43	....	5	....	16	..	9	..	45	..	7	..	14	..	26
Miscellaneous	....	40	....	13	....	9	..	3	..	13	..	2	1	37	..	23

*F—Fatal. N F—Non-Fatal.

REPORT OF ACTIVITIES OF STATE EMPLOYMENT OFFICES FOR THE MONTH OF MAY, 1927

Industries	Persons applying for positions			Persons asked for by employers			Persons sent to positions			Persons receiving positions		
	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
GRAND TOTAL	11,955	7,991	3,964	6,637	4,551	2,086	6,746	4,788	1,958	5,654	4,124	1,530
Total: Industrial Group[1] (Skilled)	4,362	2,990	1,372	2,219	1,525	694	2,265	1,617	648	1,678	1,260	418
Building and Construction	837	837	....	491	491	....	532	532	....	438	438	....
Shipbuilding	398	398	....	286	286	....	286	286	....	214	214	....
Chemicals and Allied Products	3	1	2	....	....	....	....	....	....	....	....	....
Clay, Glass and Stone Products	4	....	4	....	....	....	....	....	....	....	....	....
Clothing	53	2	51	25	2	23	24	2	22	18	2	16
Textiles	72	36	36	44	17	27	19	17	2	18	17	1
Food and Kindred Products	69	18	51	78	8	70	27	7	20	22	6	16
Leather, Rubber and Composition Goods	27	24	3	5	5	....	3	3	....	3	3	....
Lumber, Woodwork and Furniture	27	19	8	23	17	6	26	16	10	19	13	6
Paper and Printing	20	5	15	18	3	15	15	2	13	12	2	10
Metals and Metal Products	828	804	24	374	373	1	376	375	1	281	280	1
Mines and Quarries	14	14	....	12	12	....	14	14	....	14	14	....
Transportation and Public Utilities	280	234	46	86	79	7	109	93	16	74	68	6
Hotels and Restaurants	277	65	212	135	35	100	120	30	90	80	25	55
Wholesale and Retail Trade	455	81	374	285	13	272	243	20	223	183	12	171
Miscellaneous	998	452	546	357	184	173	471	220	251	302	166	136
Total: Other Groups	7,593	5,001	2,592	4,418	3,026	1,392	4,481	3,171	1,310	3,976	2,864	1,112
Professional and Technical	615	386	229	202	144	58	233	159	74	149	104	45
Agricultural	20	18	2	17	17	....	16	16	....	16	16	....
Semi-Skilled	2,166	923	1,243	1,111	430	681	1,035	458	577	807	383	424
Unskilled	3,473	3,261	212	2,126	2,068	58	2,213	2,151	62	2,059	2,005	54
Casual and Day Workers[2]	1,319	413	906	962	367	595	984	387	597	945	356	589
April 1927	11,397	7,353	4,044	6,252	4,224	2,028	6,301	4,333	1,968	5,308	3,747	1,561
March, 1927	14,108	9,484	4,624	6,594	4,368	2,226	6,740	4,494	2,246	5,606	3,848	1,758
February, 1927	11,025	6,949	4,076	4,499	2,942	1,557	4,680	3,080	1,600	3,772	2,572	1,200
May, 1926	12,340	8,764	3,576	9,417	6,449	2,968	9,295	6,851	2,444	7,968	5,876	2,092
May, 1925	11,463	8,170	3,293	7,195	5,515	1,680	7,579	5,891	1,688	6,464	5,107	1,357
May, 1924	13,238	9,218	4,020	7,794	6,011	1,783	7,938	6,475	1,463	6,950	5,677	1,273

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[1] New classification adopted, July 1, 1926.

[2] The placement of each casual and day worker is recorded for only one placement per week.

FIVE-YEAR COMPARATIVE STATEMENT OF ACCIDENTS REPORTED

Month	1923			1924			1925			1926			1927		
	Fatal	Non-Fatal	Total	Fatal	Non-Fatal	Total	Fatal	Non-Fatal	Total	Fatal	Non-Fatal	Total	Fatal	Non-Fatal	Total
January........	223	16,710	16,933	233	15,280	15,513	200	15,339	15,539	150	12,815	12,965	170	14,497	14,667
February.......	221	15,276	15,497	181	14,812	14,993	171	14,208	14,379	149	11,958	12,107	184	13,101	13,285
	444	*31,986*	*32,430*	*414*	*30,092*	*30,506*	*371*	*29,547*	*29,918*	*299*	*24,773*	*25,072*	*354*	*27,598*	*27,952*
March..........	222	15,653	15,875	212	15,989	16,201	158	15,517	15,675	185	15,606	15,791	165	14,332	14,497
	666	*47,639*	*48,305*	*626*	*46,081*	*46,707*	*529*	*45,064*	*45,593*	*484*	*40,379*	*40,863*	*519*	*41,930*	*42,449*
April...........	196	16,689	16,885	151	13,931	14,082	180	14,251	14,431	145	14,249	14,394	170	12,693	12,863
	862	*64,328*	*65,190*	*777*	*60,012*	*60,789*	*709*	*59,315*	*60,024*	*629*	*54,628*	*55,257*	*689*	*54,623*	*55,312*
May...........	226	17,384	17,610	157	13,940	14,097	170	14,523	14,693	172	14,521	14,693	173	12,869	13,042
	1,088	*81,712*	*82,800*	*934*	*73,952*	*74,886*	*879*	*73,838*	*74,717*	*801*	*69,149*	*69,950*	*862*	*67,492*	*63,354*
June...........	188	17,433	17,621	175	14,324	14,499	194	15,656	15,850	163	15,233	15,396			
	1,276	*99,145*	*100,421*	*1,109*	*88,276*	*89,385*	*1,073*	*89,494*	*90,567*	*964*	*84,382*	*85,346*			
July............	221	17,749	17,970	185	14,917	15,102	178	16,440	16,618	193	15,586	15,779			
	1,497	*116,894*	*118,391*	*1,294*	*103,193*	*104,487*	*1,251*	*105,934*	*107,185*	*1,157*	*99,968*	*101,125*			
August.........	216	18,452	18,668	187	14,661	14,848	188	15,141	15,329	183	16,513	16,696			
	1,713	*135,346*	*137,059*	*1,481*	*117,854*	*119,335*	*1,439*	*121,075*	*122,514*	*1,340*	*116,481*	*117,821*			
September......	173	15,504	15,677	167	14,230	14,397	141	14,423	14,569	233	15,866	16,099			
	1,886	*150,850*	*152,736*	*1,648*	*132,084*	*133,732*	*1,580*	*135,503*	*137,083*	*1,573*	*132,347*	*133,920*			
October.........	207	17,380	17,587	180	15,839	16,019	155	13,982	14,137	170	16,389	16,559			
	2,093	*168,230*	*170,323*	*1,823*	*147,923*	*149,751*	*1,735*	*149,485*	*151,220*	*1,743*	*148,736*	*150,479*			
November......	163	15,532	15,695	194	13,389	13,583	133	12,273	12,406	186	14,849	15,035			
	2,256	*183,762*	*186,018*	*2,022*	*161,312*	*163,334*	*1,868*	*161,758*	*163,626*	*1,929*	*163,535*	*165,514*			
December.......	156	14,261	14,417	187	14,018	14,205	141	12,612	12,753	206	14,699	14,905			
Totals........	*2,412*	*198,023*	*200,435*	*2,209*	*175,330*	*177,539*	*2,009*	*174,370*	*176,379*	*2,135*	*178,234*	*180,419*			

Note:—The figures in italics represent the cumulative totals by month under each classification

Commonwealth of Pennsylvania

DEPARTMENT OF LABOR AND INDUSTRY

DIRECTORY OF OFFICES

MAIN OFFICES

Harrisburg: ....Office of the Secretary,
Industrial Board,
Workmen's Compensation Board,
Bureau of Employment,
Bureau of Industrial Relations,
Bureau of Industrial Standards,
Bureau of Inspection,
Bureau of Rehabilitation,
Bureau of Statistics,
Bureau of Workmen's Compensation,
Bureau of Women and Children,
State Workmen's Insurance Fund,

BRANCH OFFICES

Allentown: ....Lehigh Valley State Employment Office,
529 Hamilton Street.
State Workmen's Insurance Fund,
304 Colonial Building.
Altoona: ....Cooperative State Employment Office,
Post Office Building.
Bureau of Inspection,
Bureau of Rehabilitation,
Bureau of Workmen's Compensation,
Commerce Building.
State Workmen's Insurance Fund,
Central Trust Building.
Dubois: ....Bureau of Rehabilitation,
311 Deposit National Bank Building.
Erie: ....State Employment Office,
1026 French Street.
Franklin: ....State Workmen's Insurance Fund,
316 Franklin Trust Building.
Greensburg: ....State Workmen's Insurance Fund,
608-609 First National Bank Building.
Harrisburg: ....State Employment Office,
Second and Chestnut Streets.
Johnstown: ....State Employment Office,
219 Market Street.
State Workmen's Insurance Fund,
910 U. S. National Bank Building.
Kane: ....Bureau of Workmen's Compensation,
Kane Trust and Savings Building.
Lancaster: ....Cooperative State Employment Office,
Y. M. C. A. Building.
Bureau of Inspection,
Bureau of Workmen's Compensation,
Woolworth Building.
McKeesport: ....Cooperative State Employment Office,
Y. M. C. A. Building.
Meadville: ....Bureau of Inspection,
Masonic Building.

New Castle: ....Cooperative State Employment Office,
Y. M. C. A. Building,
West Washington Street.
Oil City: ....Cooperative State Employment Office,
Y. M. C. A. Building.
Philadelphia: ....State Employment Office (Main Office),
Bureau of Rehabilitation,
1519 Arch Street.
Bureau of Inspection,
Bureau of Workmen's Compensation,
Workmen's Compensation Referee,
Workmen's Compensation Board,
Manhatten Building, Fourth and Walnut Streets.
State Employment Office for Women,
Bureau of Women and Children,
1924-26 Chestnut Street.
State Workmen's Insurance Fund,
1004 Commercial Trust Building.
Pittsburgh: ....Bureau of Inspection,
Bureau of Rehabilitation,
Bureau of Workmen's Compensation,
Workmen's Compensation Board,
Workmen's Compensation Referee,
Fulton Building.
State Employment Office,
622 Grant Street.
State Workmen's Insurance Fund,
401 Park Building.
Pottsville: ....Bureau of Rehabilitation,
Bureau of Workmen's Compensation,
1 Ulmer Building.
State Workmen's Insurance Fund,
Baird Building.
Reading: ....State Employment Office,
108 North Fifth Street.
Scranton: ....State Employment Office,
116 Adams Avenue.
Bureau of Inspection,
Bureau of Workmen's Compensation,
State Workmen's Insurance Fund,
Union National Bank Building.
Sunbury: ....State Workmen's Insurance Fund,
9-10 Witmer Building.
Wilkes-Barre: ....Bureau of Rehabilitation,
Bureau of Workmen's Compensation,
Coal Exchange Building.
Williamsport: ....Bureau of Inspection,
707 First National Bank Building.
Bureau of Workmen's Compensation,
311 First National Bank Building.
Cooperative State Employment Office,
Y. M. C. A. Building,
343 West Fourth Street.
York: ....Bureau of Workmen's Compensation,
Central National Bank Building.

Note—State Employment offices are conducted in cooperation with the United States Employment Service.

LABOR AND INDUSTRY

Published monthly by

DEPARTMENT OF LABOR AND INDUSTRY

COMMONWEALTH OF PENNSYLVANIA

CHARLES A. WATERS, *Secretary.*

VOL. XIV AUGUST, 1927 NO. 8

Contents

Page

Foreword 4

Addresses of Welcome 5
HARRY W. ALBERTSON, M. D., President, Medical Society of the State of Pennsylvania, Scranton.
ESTHER ENTRIKEN, R. N., President, Pennsylvania Public Health Nursing Association, Harrisburg.

Industrial Nursing and Safety from the Point of View of the Medical Director 8
LOYAL A. SHOUDY, M. D., Chief Surgeon, Bethlehem Steel Company, Bethlehem.

Industrial Nursing and Safety from the Point of View of the Industrial Nurse 13
EMILIE RAUB, R. N., Dill & Collins Co., Philadelphia.

Industrial Nursing and Safety from the Point of View of the Employer .. 16
JOSEPH H. JONES, General Superintendent, C. K. Eagle & Co., Inc., Shamokin.

Industrial Nursing and Safety from the Point of View of the Safety Director 19
HENRY A. RENINGER, Vice President for Local Councils, National Safety Council, and Special Representative, Lehigh Portland Cement Company, Allentown.

Industrial Nursing and Safety from the Point of View of the Factory Inspector 24
CYRIL AINSWORTH, Director, Bureau of Inspection, Department of Labor and Industry.

Discussion 27
E. H. MCILVAIN, M. D., Employment Service Manager, E. G. Budd Manufacturing Company, Philadelphia.

The Training of the Industrial Nurse in Her Relation to Her Employer 31
WILHELMINA A. CARVER, R. N., American Pulley Company, Philadelphia.

The Training of the Industrial Nurse in Her Relation to Her Co-Workers in the Establishment 33
BESSE GERTRUDE HUGGLER, R. N., Nilco Lamp Works, St. Marys.

The Training of the Industrial Nurse in Her Relation to the Physical Equipment of the Plant 34
CHARLOTTE E. CARR, Director, Bureau of Women and Children, Department of Labor and Industry.

The Training of the Industrial Nurse in Her Relation to the Mother in the Home 36
Mary Riggs Noble, M. D., Chief, Pre-school Division, Department of Health.

The Training of the Industrial Nurse in Her Relation to Her Fellow Nurses in the Community 38
Wilhelmina Rechtenstein, R. N., President, Industrial Nurses' Association of Philadelphia, and Industrial Nurse, A. M. Collins Manufacturing Company, Philadelphia.

The Training of the Industrial Nurse in Her Relation to Living 39
Katherine Tucker, R. N., General Director, Visiting Nurse Society, Philadelphia.

The Standardizing of Industrial Nursing Records 42
L. R. Thompson, M. D., Chief, Division of Industrial Hygiene and Sanitation, U. S. Public Health Service, Washington, D. C.

Industrial Nursing and Health from the Point of View of the Industrial Physician 48
Wade Wright, M. D., Assistant Medical Director, Metropolitan Life Insurance Company, New York.

Industrial Nursing and Health from the Point of View of the Worker 52
James H. Maurer, President, Pennsylvania Federation of Labor, Harrisburg.

Industrial Nursing and Health from the Point of View of the Plant Nurse 54
Julia A. Weder, R. N., Giant Portland Cement Company, Egypt.

Industrial Nursing and Health from the Point of View of the Section of Hygiene and Sanitation 57
Elizabeth B. Bricker, M. D., Chief, Section of Hygiene and Sanitation, Department of Labor and Industry.

Industrial Nursing and Health from the Point of View of the Service Manager 60
C. B. Auel, Manager, Employes' Service Department, Westinghouse Electric and Manufacturing Company, East Pittsburgh.

Discussion 66
W. J. McConnell, M. D., Medical Director, General Electric Company, Philadelphia.

List of Persons Who Attended the Conference on Industrial Nursing 68

Review of Industrial Statistics 71

Directory of Offices 90

DEPARTMENT OF LABOR AND INDUSTRY

Charles A. Waters, *Secretary*
W. A. Riddle, *Deputy Secretary*

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Harry D. Immel, *Director*
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FOREWORD

Nursing service and medical care in industry have received a new impetus in Pennsylvania as the result of the Conference on Industrial Nursing held in Harrisburg, June 14, 1927, where more than 200 representative industrial nurses, medical directors, employers, and state officials met and discussed the needs and opportunities of this important phase of industrial progress.

So stimulating and suggestive were the talks given at the Conference that the Department of Labor and Industry has decided to devote this entire issue of its monthly bulletin to the printing of the Conference minutes.

The recording of the complete discussion of this first state-wide Conference on Industrial Nursing offers a valuable textbook on industrial nursing standards. Possibly of even greater importance than the assembling in printed form of the points of view of trained experts in the field of industrial nursing was the getting together of the individual nurses, permitting them the opportunity to meet one with another, to visit the offices of the Department of Labor and Industry, and to learn of the service which the Department is able to render to them and to their employers.

The Department, feeling the importance of maintaining and enlarging the contacts which it has made with industrial nurses throughout the state, has compiled a directory of establishments in the Commonwealth known to employ industrial nurses. This preliminary directory has been made with the knowledge that it is incomplete, but with the hope that by issuing it other industrial nurses and other establishments not included will offer the Department an opportunity to have their names added to the list.

The directory is available to all persons interested in receiving it and should be of special value in offering health organizations, as it offers the Department of Labor and Industry, an opportunity to distribute through these nurses information important not only to them but to the large number of industrial workers with whom they come in daily and personal contact.

CHARLOTTE E. CARR, *Director,*
Bureau of Women and Children.

CONFERENCE ON INDUSTRIAL NURSING

DEPARTMENT OF LABOR AND INDUSTRY

and

DEPARTMENT OF HEALTH

Harrisburg, Pennsylvania

June 14, 1927

MORNING SESSION 9 A. M.

Chairman: CHARLES A. WATERS, *Secretary of Labor and Industry.*

THE CHAIRMAN: The Department of Labor and Industry is vitally interested in industrial nursing. It is charged with the duty of preserving the health and looking to the safety of employes in industry in Pennsylvania. And this is probably the most important duty that the Department of Labor and Industry has imposed upon it. For some time the Department has noted the great increase in industrial nursing throughout the State of Pennsylvania, and the Bureau of Women and Children, sensing this activity, felt it important that a conference be called for the purpose of familiarizing the nurses throughout the Commonwealth with what other nurses engaged in the work are doing.

We hoped to have the Governor address us this morning, but he was called out of town last night and he asked me to say that he regretted very much not being able to say a few words to you, but he wanted me to express to you his intense interest in the subject we have come together to discuss.

We have with us Dr. Harry W. Albertson, who, as President of the Medical Society of the State of Pennsylvania, is the most fitting person to open this conference. I take great pleasure in presenting Dr. Albertson.

DR. ALBERTSON: Ladies and Gentlemen: It is a pleasure to come before you and to bring to you the greetings of the Medical Society of the State of Pennsylvania. The work in which you are engaged is the work of the medical profession in that the services of the nurse and the physician are so closely allied. I want to congratulate you upon the number present at this meeting and to say a few words to you about some of the things that affect both you and the medical profession.

The most important part of industrial nursing and industrial work among physicians is that of preparedness. For this specialized branch of health work a certain degree of preparedness other than that of ordinary nursing or ordinary work of the physician is necessary. It falls to our lot to get the industrial worker back on the job, and sometimes this is no easy task. At the best it needs special preparation, special thought, and special care.

It is very necessary that nurses who take care of industrial workers should know more of the conditions of industrial work than the average nurse who simply takes care of the sick. This is also true of the physician who does industrial work; he must have the ambition and the ability to get the injured man back to his work in the least possible time.

Education of both the public and the individuals engaged in this work is of vital importance. Along with education must come a public-spirited ambition to succeed. There is a great deal expected by the public from both the nursing and the medical profession. And we must cooperate by educating both the public and those engaged in the work.

To those who take up industrial medicine, there must be a definite desire for the work and a definite ambition to succeed in it. It is not always easy to attain an ideal, but we must have an ideal and work toward its attainment. There is more in this work than the mere education of nurses and the routine performance of the attending physician or surgeon. There are certain responsibilities to ourselves and to each other. In other words, the matter of ethics must enter very largely into the work of the nursing profession and the medical profession. In a sense we must be public benefactors. Naturally, there must be an emolument that will compensate in a measure for the work, but the emolument must be in all cases a secondary consideration.

There is another point which I wish to bring to your attention, and that is the supposed encroachment of the nursing profession upon the medical profession. This is a subject which is receiving a great deal of consideration from the medical profession. No one knows better than you the temptation of the industrial nurse to step over the bounds of the nursing profession into the medical profession. We cannot but feel, after several years' connection with a hospital in an industrial community, that nurses are not trained physicians, that their work is that of assisting the medical profession. And yet I appreciate thoroughly the fact that it is most easy to step from the point of caring for the sick to the point of prescribing, of advising, and of diagnosing cases which many nurses feel quite capable of doing. I hope you will take this point up at your conference and thrash it out. It is one thing that needs consideration and this is a good place to discuss it. I am sure that the discussion will bring forth much good fruit. Thank you.

THE CHAIRMAN: We shall now have the opportunity of hearing from Miss Esther Entriken, President of the Pennsylvania Public Health Nursing Association.

MISS ENTRIKEN: On behalf of the Pennsylvania Organization for Public Health Nursing, I wish to extend greetings to you, the industrial nurses of Pennsylvania, and to congratulate you upon this meeting. It seems to me a very splendid thing,—your coming at the call of the Department of Labor and Industry to discuss with your employers, with the State Departments, with directors of medical departments in industry, with nurses doing other types of public health nursing, and with each other the common problems of your service—while the nurses who are responsible for your education and training, listen or add their suggestions. It breathes the atmosphere of the old admonition, "Come let us reason together." In other words it is just the type of conference in which the public health nurses delight.

You, as industrial nurses, have a wonderful opportunity for service to your State in assisting in the care and protection of the industrial workers throughout this great Commonwealth, but how much more wonderful is your opportunity to teach the worker how to protect both himself and his family from accident and disease; to interpret to him the resources both in the plant and in the community, established for his benefit; and to promote a friendly relationship between the employer and the worker, thus leading to mutual understanding and a finer type of loyalty.

Another opportunity you have is to interpret the ethical standards of your own profession to the other professional groups with whom you work, and to the management.

At the health conference held in Atlantic City a year ago, the National Organization for Public Health Nursing had a session devoted to industrial nursing. Papers were given by nurses who had had long experience in various types of industries.

One nurse stated that industry was one of the most highly specialized fields. It selects all of its personnel on a scientific basis except the nurse, seeming to forget that nursing is also a specialized profession. She said that before industry receives what it expects, it must realize that its nurses must be specially trained and chosen for reasons of fitness; that industry must recognize the importance of providing opportunity for the nurse to increase her technical knowledge and develop her social understanding.

It is equally essential that the nursing profession give every assistance in the development of an orderly and efficient program for the preparation of industrial nurses.

What the nurse can give to industry depends first, upon industry itself, and next, upon the nurse's experience for this kind of socialized nursing.

To quote from another paper, "Probably in the minds of many people,—a nurse in industry is visualized as sitting in a first-aid room, doing emergency work." As a matter of fact, this is the least important part of her work except in the most hazardous industries. She further states that the 1926 model industrial nurse must be not only an educated public health nurse, but also everything from a sanitary and safety engineer to a domestic.

The very nature of the work necessitates that it be done on a business basis so that results can be measured. When we realize that the economic loss from illness is vastly larger than that from accident, and that at least fifty per cent of illness is preventable, the responsibility you have in teaching hygiene and health, and in observing the potential causes of illness is tremendous. I am sure that you will gain much from your interchange of ideas at this conference. I welcome you to Harrisburg, and assure you that the State Headquarters of the Graduate Nurses Association is available to you. We are delighted to have you here and we hope you will gain so much that you will wish to come again.

THE CHAIRMAN: We shall now hear from a man who is in daily touch with the probelms in which we are all interested. I am very happy to present to you Dr. Loyal A. Shoudy, Chief Surgeon of the Bethlehem Steel Company, Bethlehem.

INDUSTRIAL NURSING AND SAFETY FROM THE POINT OF VIEW OF THE MEDICAL DIRECTOR

By LOYAL A. SHOUDY, M. D., Chief Surgeon,
Bethlehem Steel Company, Bethlehem

May I start out by registering my serious objection to calling the plant hospital the first-aid room. I know that in two-thirds, if not in all of your plant hospitals you do not give first aid. You give treatment, and I think the epithet "First-aid" should not be tolerated. Let us get over this idea that you are first-aid nurses. You are not. You are more than that, you are carrying out the treatment as dictated by the heads of your departments and the doctors in the industry.

That part of any safety program in which industrial nursing is to be considered will vary with the nature of the industry and of the nurse employed.

In many, in fact, most industries where nurses are employed, safety work is a secondary duty of the nurses as seen from the viewpoint of the industry. Just how much safety work the nurse will do will depend on her own initiative and knowledge of plant conditions and on her desire to help in a big human conservation program. Of course I am taking for granted that the safety engineer will be a man who will welcome help from all sources.

The place of the nurse in industry is hard to define as it must needs vary with the industry. But any nurse who confines her work to bandaging cuts and making supplies is missing the golden part of her opportunity.

No safety program can be successfully carried on without aid from the medical department, and no medical department can carry on without the nurse.

Industry needs nurses, but nurses of a certain type and ability.

The discussion of the function of the training of the nurse has been to me most amusing. There are those who espouse the cause of the factory trained nurse, and seriously so. To me the term nurse should be restricted to those who are graduates of a recognized training school, so in my talk I am taking for granted that we are all considering only graduate nurses for industry.

The first requirement, then, is that the nurse be a graduate, but this is not all. From my viewpoint I want a nurse, who, in addition to her training, loves her fellowmen, has personality, likes her work,—for there is no real happiness for her without pleasure in her work. There is no place in industry for the nurse who simply takes the job for the salary.

To be of any value to an industry the nurse should know something of the processes of that industry, the more so if she is to help in any safety program. She should make herself familiar with the less obvious health and accident hazards, and with the indirect effects of work and methods on the vitality and future health of the workers, especially young people and women, as well as with the hazards that force themselves upon the attention by their over-recurring visible results. That's safety work.

A nurse who is allowed the privilege of studying the industry will, providing her records are well kept and used, become increasingly valuable in all her contacts.

I recall hearing Miss Swift of New Jersey at one of our National Safety Council meetings, in speaking of the nurse in industry say, "But I believe that the great responsibility of the industrial nurse, who has a vision of the broader aspects of her work, is a duty to our country, for the best use of her opportunities is the making of good American citizens. Her privilege of rendering personal service gives her rare opportunity to understand the worker and puts this duty squarely on her shoulders. I consider her opportunities to be her responsibilities." Making Americans is safety.

There will always be clashes of opinion as to the scope of industrial nursing, because of the varying work needed by the different industries. Some will include a visiting nurse, others will have one nurse to care for all work, others just *a nurse*.

Just as a nurse should know something of the shop practices, so also must she learn the shop people. A little psychology is a good thing. To know the habits of the various races often helps in solving shop problems. Many times it's best to treat the man and not the injury.

Her manner must proclaim the woman she is. I once spoke to a nurse in regard to the attitude of the men toward nurses, she replied, "Doctor that depends on the nurse, the men go no further than the nurse permits." In all our work with all kinds of men I have never had a complaint from a nurse as to the attitude of the men. A nurse then must know herself and develop with the job. She must have personality, be clean, well dressed, not a flapper yet not a "dead one." She must be a woman who can work with all people, who can cooperate with all other departments for the good of the work. Above all, must she work with the doctor, the safety and employment men and the foreman of the shops.

She must remember that she was trained as a nurse, not as a doctor, and no well-trained nurse will assume the responsibility for the doctor's work.

She should be adept in meeting certain emergency measures, such as shock, hemorrhage, artificial respiration, preparation for transportation, heat, exhaustion and stroke.

I realize that this is a fine point, but she must remember how far she can go in suggesting health matters to workers, such as clean teeth, clean body, and keeping well. It requires tact to know when to stop, what to say, and how to say it. The task of a plant nurse is not small,—her vision must be so clear, her sympathy so great, her sense of justice and fair play so keen, that however great the mass, she never loses sight of the individual. It doesn't take long for the plant to realize what kind of a person the nurse is, and her influence with workers will be in accordance with the kind of person she really is with them. True of the doctor, true of the nurse.

I have visited many industrial clinics, and I have observed many plant nurses and doctors. I recall one clinic where the nurses lined up alongside a dressing table and called "next" to the waiting workers. There were no "How-de-do" or pleasant words passed. I recall another where the supervisor walked around with a superior air and forbade any nurse to speak to any injured man. To me this is all wrong. To make the men feel that your plant clinic is their clinic, the place where they are welcome, where they can bring their troubles and go away smiling, that's what I like. The opportunity of the nurse for safety in all lines comes when she talks with the worker as she dresses his injuries. Learns how it happened—sometimes she learns that a number of men are being injured in the same manner, she reports this and the safety engineer gets busy and the fault is corrected. The men may and do drop information now and then as to working conditions and hazards; these she can note and help to correct. Again she can keep a keen outlook for small things which will aid in the recovery of an injured man. By talking with the worker she can learn of home conditions which may be a factor in the man's attitude toward his work. She can help to dispel from the minds of many injured workers the thought of "philomoney" and prevent a long train of so-called traumatic neuroses.

Dr. Hawley calls attention to the fact that there are many new and distinctive problems which present themselves to the industrial nurse which have received little attention in surgical teaching.

There is the problem of treating the man and not just his injured limb. How often it happens that treatment is limited to the trauma and the man allowed to think for himself, or to have his pessimistic friends think for him. The picture is common of the man who acquires from somewhere or someone, usually a friend, sometimes from the nurse or the physician, the fixed idea that he is crippled for life. And when once acquired, this idea is difficult to remove.

How important it is, then, in industrial surgery, where the surgeon is dealing with a healthy man with an active mind whose chief concern is to be restored to full capacity for work, to exercise a little psychological as well as surgical skill. The attitude of the average man quickly changes when the nature of his injury and its probable result have been frankly explained. The early inoculation of an optimistic idea is surprisingly effective in warding off pessimistic attacks. Many an insurance adjuster and compensation commissioner can testify to the importance of this, and frequently wonder why it is not more universally recognized as part of the treatment.

As nurses, you can see the importance of keeping the injured man in the right frame of mind. To me there is nothing more irritating than to have the nurse or friends fill the man full of ideas that he will forever be crippled and never work again. There is enough blackness in the world, what we need is sunshine and cheerfulness. "Sure you'll get back to work, so do this and this, I'll help you and you help yourself." That's what's needed of both the nurse and doctor and all who are interested in getting the man back on the job. The nurse can help to create in the injured man a desire to return to work.

In the small plant or factory, the nurse can be of great value in the safety organization, if trained and allowed to be about the plant. But every nurse is not properly fitted for industrial work. If she is the home visiting nurse as well, she may pick up valuable information there. It requires tact to create in the worker and his family a confidence in the nurse and in her work. If she is the hospital nurse, again are her opportunities great, to make the man feel that she is running his hospital, that he feels when he is admitted, "right away I got friends."

You know, whether industry admits it or not, that safety is the whyfor of a growing better industrial understanding between the employer and employe. Safety soon found the need for the doctor, and the doctor couldn't get along without the nurse.

One of the big lessons for the nurse to master is to work with others, to cooperate. This problem will vary with the size of the industry and the extent of the nurses' duties. If there is more than one nurse, they must agree. The nurse must work with the doctor whether he is a full-time or a part-time doctor. If she is to do more than care for the worker at work, if she is to go into the homes, then a knowledge of public health nursing is of value.

Sickness is the cause of most absenteeism. In the work of discovering and preventing sickness the industrial nurse finds a useful function. In her rounds of shop and factory she discovers the minor ills and the early signs of more serious physical conditions, long before the worker himself is cognizant of the impending trouble. Hundreds of employes will consult the plant clinic who would never think of consulting a physician. She may at times see a relationship between the work and the illness. Of all these she makes note and sees to it that proper attention is procured.

The nurses' training school does not take into consideration industrial conditions, such as safety and plant relations. But the nurse who has a real desire to be of service will soon learn the lessons of cause and effect.

I know of no finer tribute to pay to the nurse in industry than to say to you that the Bethlehem medical organization would not be what it is today save for the help and good work of the nurses employed.

Clinical attention and routine work she brings with her, a broader viewpoint of human relations she develops. The nurse with no kindly feeling, with no "bigness of heart," is not needed in industry.

Sickness and injuries are company liabilities. The right nurse with the right surroundings can turn them to company assets, and assets you cannot measure in dollars and cents.

You know there are times in the lives of all men when things go wrong, times when they need a friend, when they feel that they "just must" talk things over with someone: this happens to you, it happens to every man or woman in the plant. Things break badly for them, the same as for you. There are times when a cheerful word from the industrial nurse means more to the worker than you can tell.

> The glad to see you treatment is great for human ills
> 'Tis better than prescriptions and a multitude of pills,
> Today a man may grumble. and feel downcast and blue.
> The glad to see you treatment will make him smile anew.
> A man may feel depressed, resolved to quit the fight,
> Your smile and 'glad-to-see-you' may cheer and set him right.

THE CHAIRMAN: I am sure the doctor has given you food for thought. We will now hear from the plant nurse. The subject will be considered from the viewpoint of the industrial nurse by Miss Emilie Raub, industrial nurse of Dill and Collins Company, Philadelphia.

INDUSTRIAL NURSING AND SAFETY FROM THE POINT OF VIEW OF THE INDUSTRIAL NURSE

By EMILIE RAUB, R. N., Dill and Collins Company, Philadelphia.

I want to take you back for a short time over the history of industrial nursing, and then show you the nurse as I have seen her in a small plant of about 600 employes.

Industrial nursing like industrial medicine has developed into a new specialty in the nursing field. About a quarter of a century ago, the work was started when employers in greater number awakened to a sense of their responsibility for the welfare of their workers. A new point of view began to permeate industry, characterized by greater consideration for the rights of the working man by his employer. Employers had begun to realize that some form of industrial welfare was necessary to solve the problem of the sick worker.

In 1895, a firm in Vermont employed a trained nurse to visit the homes and to care for sick and injured workers. Later a department store in New York City employed a nurse to visit and distribute the funds of the benefit association. It was believed her nursing experience would enable her to do this work well, as she could reduce malingering, but no thought was given to her ability to help in any other way. Her experience showed the numerous ways in which her services might be used.

In a study made previous to 1910, there were found to be only 66 firms employing graduate nurses.

During the year of the war, many firms adopted some nursing service, the Government being responsible for starting the work in ship yards and munition plants. Such departments were not always supervised by a nurse, but by some person giving first aid. The service was organized primarily to care for the plant injuries.

The first Employes' Compensation Act was passed in 1911. Since that time, the passage of our own Pennsylvania Workmen's Compensation Act in 1915 and the adoption of similar laws in most of the states, have brought forth a great growth in industrial medicine and surgery.

Industrial medicine is no longer in its infancy and with the establishing of well organized medical departments, the industrial nurse has made a real place for herself in industry. And yet there are no fixed standards for the industrial nurse. The profession is trying to meet the call for trained workers with few to respond. Our schools and colleges are now offering courses to train the nurse for industrial as well as all forms of public health work. To outline the nurse's part in the scheme, and point out one path, or lay down one particular method of procedure either for the nurse or for the industry, is practically an impossibility, for it would be hard to find any two with the same needs.

The industrial nurse, organizing her own department where there has been no medical service, has no easy road to travel. She gets her training in the hard school of experience, and to handle such a situation she must have had some public health work. Her duties are wide and varied, depending upon the particular kind of medical service which has been visioned by her own employer. He too probably needs some education along the line of industrial medicine. Many employers have only the thought of caring for injuries, and giving such first aid as is covered by the legal aspect of the case.

The industrial nurse usually has an entrance to industry through the first aid department, but her value to industry is shown by applying her services to every phase of health work among the employes. Her daily routine consists of first aid work, assisting with physical examinations, taking care of employes sent to the rest room, calling employes for re-examination, visiting absentees, making outside visits when requested to do so by the foreman or the employe himself, giving health instructions in the home, health talks in the plant, and arranging for hospital or clinical care.

Seeing the great benefits that have been the outcome of accident prevention, the employer and the public undoubtedly will adopt the principles and practices of sickness prevention as it perfects itself throughout the country.

In my own particular plant, we have no welfare director or safety engineer. The medical department was organized in November, 1914, to care for the sick as well as the injured worker, our department functioning under the title of Medical Social Service. Later, in 1915, a part-time physician was added to the staff. The plan seems to have worked out very successfully. In 1917, we inaugurated physical examinations of all newly employed, and the following year made a general examination of all employes, old and new. Since that time, we have made three complete physical examinations of the entire personnel of the plant and we hope to do this every two years. Physical defects are referred to the nurse, who follows up and sees that the necessary corrections are made as advised by the physician. Home visits are made, such visits not covering bed-side care, but laying stress on educational health work.

Now, what is the nurse's relation to safety? There should be the fullest cooperation between the safety and medical departments. When an accident occurs, it is usually to the nurse, from whom an employe receives his first treatment, that he will talk freely. There should be a thorough investigation as to the cause of each accident in which the medical department must have some part.

No industrial nurse should take up her work without making herself thoroughly acquainted with the working conditions of her plant. In this present day, with the splendid work which is being carried on for safety education, and safeguarding of machinery, the nurse can be of great service in teaching safety. No nurse should be satisfied to make dressings for the slighest injury without knowing how and where the accident happened. In the larger plants, the foreman, no doubt, takes up this matter with the safety director. In the small departments where there is no safety director, the nurse must function directly with the safety committee. I, one time, heard a nurse say the safety committee met in her dispensary, but she was asked to leave the room when they held the meeting. It has been my good fortune to function with the safety committee, usually visiting the place of accident with a member of the safety committee.

Our medical department makes all reports to the insurance carrier, has all agreements signed, pays all compensation, and so is able to follow each case closely. In this way it assists the employe to return to his work at the earliest possible moment, so reduces lost time. As a member of the safety committee, the industrial nurse carries on a well planned safety poster campaign, and arranges for the general safety meetings in the plant. As a member of the National Safety Council, she is able to receive safety literature, and by attending conferences, benefits by the experience of others.

In conclusion, we believe the industrial nurse can do valuable work in promoting pleasant industrial relations, in reducing time lost through accident and illnesses, in minimizing results of accidents by first aid and follow-up care, in shortening illness by cooperation with the physician, in searching out causes for accidents and illnesses, and by cooperation with employers and outside agencies, so making possible healthy, thrifty home life, and increasing the efficiency of the worker.

What she will not do is this:—She will not practice medicine, nor encroach upon the field of the physician; she will not give relief except as a make-shift in cases of great need; she will not be a detective. She is useless in any capacity except as she is an interested, confidential friend and teacher.

That she is making good is seen by the increasing demand for nurses of her kind and the statements of employers that the money for her retention is well spent.

May the numbers and services of industrial nurses increase in the years ahead.

THE CHAIRMAN: From the industrial nurse we go to the employer. We will have the subject discussed from the viewpoint of the employer by Joseph H. Jones, General Superintendent, C. K. Eagle and Company, Inc., Shamokin.

INDUSTRIAL NURSING AND SAFETY FROM THE POINT OF VIEW OF THE EMPLOYER

By JOSEPH H. JONES, General Superintendent,
C. K. Eagle and Company, Inc., Shamokin

Leading up to what I should like to say regarding the value of a nurse in industry, permit me briefly to outline some of the facts of our business that you may be able to visualize the scope of our activities, and the value of our nurse to the industry and to the community.

We operate thirteen plants in central Pennsylvania, the largest of which is in Shamokin, in the heart of the anthracite coal region. We employ normally 5,300 workers, 70 per cent of whom are females. Some years ago, realizing the value of protecting the health of our employes, and appreciating that we paid little attention to accident development in manufacturing processes, we secured the summer services of Professor Roger Evans of Dartmouth, and Professor Joseph Willits of the University of Pennsylvania.

These men visited plants through the country where medical department nursing and welfare work were successfully conducted, and made a study of the most complete plans. Their study involved visits to the plants of Hart, Schafner & Marx, Montgomery Ward &

Company, The Norton Company, Cloth Craft, the Hood and the Goodrich Rubber Companies, and the Dennison Manufacturing Co. In every plan a place for an industrial nurse was considered absolutely indispensable.

When we speak of a nurse, we naturally connect her with sickness or a hospital. To render the maximum value, the selection of a nurse is vitally important. Her experience should consist of training in a good general hospital, as well as experience in public health nursing. She should have a strong and likable personality, well-developed social sense, common sense, creative ability, vision and love of humanity.

It is practically impossible to define the duties of a nurse in industry. Aside from the daily routine, involving assistance to the doctor in examination of employes returning to work after illness, assisting in the dressing of surgical cases, administering to employes sent to the rest room, assisting in the examination of new employes, she must have the ability to sense her duties as different occasions arise. To her is given the opportunity to make her work so valuable that she is soon considered an important cog in the wheel of manufacturing machinery, and, as such, she must be a part of any plans for the health and welfare of employes.

Now let us consider a hypothetical case of several female applicants for employment to illustrate how the qualifications of a nurse and the performance of her duties react to the value of industry and humanity.

In our business the fundamental physical requirements are good health and good vision. It is not uncommon for an applicant for employment to be opposed to a physical examination as paternalism. But this opposition can quickly be broken down if tactfully met.

In our plant applicants are referred to the doctor's office where they are given a chart test for vision and a floss card test for color blindness. During the progress of this test the applicant's attention is centered on the charts; the doctor, meanwhile, can make a superficial physical examination.

Several of the applicants are sent directly to the departments to which they are to be assigned. Another applicant is sent to the dispensary, with a symbol on her employment card indicating to the nurse the observations of the doctor. Tactfully, the nurse engages the applicant in conversation and points out the conditions observed by the doctor; if necessary, gives her advice on personal hygiene. If she is afflicted in any manner which will not prevent employment, she receives the attention of the nurse who has her clerk start the employe's medical record of the treatment and the date of follow-up.

Now in this simple procedure what has the nurse accomplished? She has saved an applicant who otherwise could not or would not have been employed, and thus she has been of economic value to her employer and of considerably more value to the applicant. She has probably prevented a reduction of the health average in the plant and protected other employes. She has educated an emissary to carry a helpful message to the home for the benefit of the rest of the family. She has developed a friend and confidant in the institution.

One of the newly employed workers cuts or scratches her finger or hand with a reed hook, shuttle or pair of scissors and carelessly ties the wound with her handkerchief, having overlooked her instructions in the book of information received at the time of employment. She is very shortly noticed by the foreman or forelady and advised to go at once to the dispensary to receive treatment to prevent infection, and obtain a satisfactory bandage which will better enable her to perform her duties. The nurse to whom she goes has probably saved a finger, she has prevented loss of earnings to the operator and economic loss to her employer. Meanwhile, she is tactfully explaining the dangers of infection and developing another emissary to carry helpful messages to the home for the benefit of the rest of the family.

A third employe is observed to be working in a careless, listless manner and her daily record shows a reduction in earnings. An inquiry determines that she is suffering from a cold but is reluctant to go to the dispensary for fear of being sent home and curtailing her earnings. She is accompanied to the dispensary by a forelady or floor worker, and the nurse discovers she is running a fever. The doctor finds she is suffering from tonsilitis and a severe cold, and sends her home. The nurse has been a factor in the prevention of a possible epidemic or at least the prevention of a contagious malady. At home, with complete rest, the operator is in a better position to effect a recovery than by trying to work and she is not endangering her associates.

In a few days, a follow-up is made at the home. This has a tendency to build up the loyalty of the employe and the good-will of the family toward the institution. This interest develops potentialities for employment of other members of the family, aside from enabling the foreman to get a report of conditions in the home which may affect the efficiency of the operator. It also aids him to determine whether it is advisable to cover this employe's machinery with another operator in case her absence is for a protracted period.

Another employe is suffering from headache and nervousness, and asks permission to go home. The tactful nurse to whom the request is made learns of late hours and dissipation. The worker is given a sedative and allowed to rest. After the expiration of an hour, she is rested and returns to her work. In this instance the operator's wages and the mill production have only been slightly influenced, and the nurse has probably been a moral influence on the employe by her advice and sympathy.

In another instance the nurse visits the home of an absentee reported to the foreman as "sick", but having made no previous call to the dispensary. The mother has no knowledge of the employe's absence. It is a case of truancy. With true mother-love, the mother makes excuses for the girl, and resents the so-called paternal interest on the part of the nurse. This paternalism is dissipated by an explanation of the employe's insurance agreement, which is an enlightenment to the mother, and makes her feel that the institution is a good place for her daughter, and this has a bearing on the reduction of lost time on account of truancy.

These cases will illustrate the value of industrial nursing and its influence both within the industry and without. It is impossible to measure the value in dollars and cents. If I were asked to credit our books against the monetary expense of maintaining this service, I am frank to state that I could not do so. We must realize that the benefits are indirect and intangible. We must have the vision of human conservation. I would not advise any employer to go into a comprehensive plan of this nature without being able to stand an initial outlay far in excess of what can be shown as a dollar-and-cents-credit.

It is, however, a logical conclusion that, if you keep your workers healthy, you have taken a forward step in keeping them happy. Health and happiness, and love of one's work result in a reduction of time lost from sickness, accident, and truancy, cause a decrease in hiring and firing, and an increase in loyalty and efficiency.

The Chairman: We now approach consideration of the question of industrial nursing from the viewpoint of the safety director. The work of the safety director is to see that the industrial nurses have no work to do. We have on the program this morning Major Reninger, Vice President for Local Councils, National Safety Council, and Special Representative of the Lehigh Portland Cement Company. Major Reninger is a safety engineer of the first rank and the record that has been established in the Cement Councils is probably not exceeded in any other industry. I take great pleasure in presenting to you Major Reninger.

INDUSTRIAL NURSING AND SAFETY FROM THE POINT OF VIEW OF THE SAFETY DIRECTOR

By HENRY A. RENINGER, Vice President for Local Councils,
National Safety Council and Special Representative,
Lehigh Portland Cement Company, Allentown

A word of explanation as to the cement industry. With two or three exceptions cement plants do not have large units employing a great number of men at any one plant. The average number of employes for the ordinary sized mill would be less than 400. Cement plants are usually located some distance from cities and towns and very often are in small communities. Some of our plants are located in towns with no other buildings except those belonging to the Company. In the Lehigh Valley district, while most of the plants are close to Allentown, Bethlehem or Easton, some of them are from five to ten miles distant from hospitals. There is a certain amount of health work that we have to do in these communities that you do not have to do in the larger towns and cities, where there are city, school, and insurance company nurses.

In accepting the commission to talk on industrial nursing and safety, I felt the subject to be not only interesting but of such a broad scope that I would have no trouble in speaking about it. But in looking over the program and finding that I must limit my remarks to the viewpoint of the Safety Director, it became more or less difficult and I feel that by the time the Medical Director, the Industrial Nurse and the Employer have expressed their viewpoints there is very little left to be said on the subject. However if I do express opinions that have been voiced by the previous speakers it can do no harm for the industrial nurse is one of the most valuable assistants any safety director can have. The field is so broad and there is such a great amount of work, constructive valuable work, to be done that we cannot go too far in voicing our opinions on the value of accident prevention, safety work, and industrial nursing.

With the passing of the first compensation act in 1911, industry began to realize that accident-prevention work was necessary. The organization of the National Safety Council in 1912 was the beginning of real organized accident-prevention work and this organization, from a gathering of 15 or 18 men, has grown to one of forty-five hundred members with eight thousand plants employing over eight million workers,—an accomplishment which ten years ago would have seemed to be impossible.

In the early years of accident-prevention work we felt that the main object was the development, and the building and placing of mechanical safeguards. After these guards were erected our work was thought to be completed. Years of experience have shown us, however, that only about 25 per cent of our work had been accomplished and there still remained 75 per cent of the work to be carried on. No matter how well machinery may be guarded the human element has to be taken into consideration. The record of accidents shows that less than five per cent are due to mechanical defects or unguarded machinery. When the harmless wheelbarrow causes rupture or a broken leg, the hammer and chisel improperly used causes blindness, a keg of nails improperly handled and lifted causes a broken foot or hernia, we begin to see that mechanical safeguards cannot accomplish everything, but that it is necessary to carry on unceasingly a campaign of education and of publicity, that our efforts must begin when the man registers for his job and continue on into the first aid room where he receives his physical examination from the physician and the industrial nurse and on down to the foreman who directs his work.

Safety must be sold to management and to employes, it must be talked about by the foreman. The bulletin board must be used continuously with new material giving information through pictures of accidents showing the right way and the wrong way of doing work. There must be competitive contests between departments and in large organizations between plants; no accident weeks and months, lectures and movies. Safety committees should go through the plant and handle the various problems of inspection for mechanical defects, fire hazards and fire prevention, sanitation, ventilation, lighting and general housekeeping.

In all of this work the industrial nurse plays a most important part. The nurses we have in our organization are members of the General Safety Committee. At some time or other during the year they are members of the Inspection Safety Committee, in fact they are at all times members of the various committees.

The ideal industrial nurse serves the employer, the worker, and the community. In the smaller plants where the surgeon is employed only part time, the nurse becomes the leading spirit in the plant providing she is the right type of person. There is a large field and she has the opportunity for service of real constructive character. She has the opportunity to do valuable individual safety and accident-prevention work through her daily contact with the employes.

A successful nurse can mingle with the men, gain their confidence and respect and have a great influence in their conduct both in and out of the plant. From our viewpoint some of the duties of the industrial nurse are as follows: to be in attendance at the hospital particularly in the morning when the shifts are changed. At that time any of the men from the night shift or those going on in the morning shift may be in to consult her or receive dressings and necessary treatments. She should also be at her station at 3 o'clock when the day shift is changing and the early night shift comes on. In this way she is able to get in contact with practically all of the men. However, we find in the plant doing real accident-prevention work there is very little work for her to do except to take care of and dress the minor injuries. By having her there at certain stated hours to administer first aid and subsequent care under direction of the plant surgeon, we minimize the results of the accidents and at the same time prevent infection.

Infections are very rare in plants where the men have become educated to report their injuries, no matter how slight, and where they can receive skilled and prompt attention. The nurse's next duty is in rendering service where necessary on accident cases—where the men are confined to their homes. This helps a great deal in reducing the lost time. In attending these cases the nurse has the opportunity to sell the safety idea not only to the injured person but to the family. The nurse should keep a full and complete record of all accident cases. After two or three hours spent in the first aid room she should have an opportunity to visit homes. Our nurse makes a call on the family of every worker to meet the mother and children, to explain the work she is doing at the plant and to let the family know that if sickness or accident occurs she will be glad to render any service she possibly can. She also explains this to all of the employes.

In a plant not previously having nursing service it may take the nurse some time to gain the confidence of the employes and their families. But the right kind of a nurse can do it. We have found that instead of the nurse having many hours of idle time on her hands she is probably the busiest person around the plant.

After the men realize that she is there to help them and their families, they begin to drop in to the hospital, to tell their stories of a sick wife or child and ask her to stop at their home to see the sick person. After one or two visits she has sold herself to the wife and mother. When this has been accomplished with a few families the word spreads and from then on the nurse is kept busy. Sickness, worry, financial troubles are important factors that impair the efficiency of the worker and cause accidents. If the employe coming to work in the morning knows that his sick wife or child will receive the skilled nursing care that is needed, his mind will be relieved. He can have his thoughts on his job and feel that everything possible is being done for the welfare and comfort of his family. After one or two visits the nurse becomes friends of the family. In the case of children she may find a case of undernourishment, bad teeth, infected tonsils, or defective eyes; and through her advice and suggestion have the doctor make an examination and correct these defects. She will then relieve the family of a great deal of worry.

The best results are obtained when the nurse demonstrates her teaching or instructions by the use of the facilities provided in the home,—in making some member of the household responsible for the care of the patient until the nurse's next visit. The person on whom this responsibility is placed is proud and happy and good results are obtained. The industrial nurse's work therefore is not confined to the injured employe but will cover prenatal obstetrical and child welfare problems, and instructions to the new mother including weighing, feeding and diet. All this makes the work of great importance not only to the industry but to the community. In some localities, where there is no public health service or school nurses and where the majority of the children are composed of employe's families, the nurse with the permission of the school board will do the work of the school nurse. Instead of the nurse being a hindrance, a detriment and a destroyer of the doctor's practice, she will help him in many ways, for the wise nurse will immediately suggest to the families, when it is necessary, that they consult a physician and then she can be of great assistance in carrying out the instructions that he may give. In looking over the May record of one of our nurses I find that she had 222 visits which included three confinements, several prenatal cases, and several cases of instruction and care to the mother besides the dressing of several cases which had been returned from hospital operations.

All of this work is of vital importance to the safety director because it helps him to sell not only the idea of safety and accident prevention to the employes, but to sell the idea of loyalty and the spirit of the company and to show the employes and their families that they are not carrying on this work from the financial gain to be obtained in the reduction of accidents, but from the humanitarian side and that the executives of the company are vitally interested in the welfare of their employes. In the big corporations the executives do not have the opportunity or the time to visit the plants and get in contact with the employes as they did in years gone by when plants were small. Therefore, the representative of the management must be the safety director and even though he visits the plants from time to time and visits with the plant management, the foreman and safety committees, he himself cannot come in contact with the rank and file. Therefore, this work of reaching the individual employe must be done by the foremen in their departments and by the industrial nurse.

I believe that the nurse who desires to specialize in industrial nursing should have a fundamental training in nursing in a general hospital. She must have tact, poise, sympathy and understanding. It takes an unusual personality to come into daily contact with men of many nationalities and prejudices and of various degrees of intelligence and education. Of all the nurses that I have spoken to about this work they all agree that theirs is an absorbing interesting work and one which brings great rewards and personal satisfaction.

The evolution of the nurse from her lowly position of drudgery to the highly specialized worker of the present day has carried in its wake greater responsibilities and greater obligations. She has become a recognized feature in modern life and in this work she holds a unique place between patient and doctor, employe and employer and the community as a whole. There is no greater, no nobler profession that that of the nurse in modern industry.

THE CHAIRMAN: The daily concern of the Bureau of Inspection is the safety and health of the worker in industry. We have accordingly asked the director of this bureau to discuss the question from the viewpoint of the factory inspector, and I am happy to present to you Mr. Cyril Ainsworth, Director of the Bureau of Inspection of this Department.

INDUSTRIAL NURSING AND SAFETY FROM THE POINT OF VIEW OF THE FACTORY INSPECTOR

By CYRIL AINSWORTH, Director, Bureau of Inspection,
Department of Labor and Industry

You have been told many things you should do and how you should do them. I should like to try to tell you in a very few words how you can help in the general accident-prevention work of the State. I want to give you an impression of what the Bureau of Inspection is and what it is trying to do, as I do not think that you have had the opportunity to have this subject presented to you quite as completely as have some other groups interested in the accident-prevention movement. We consider ourselves as a large safety organization of the State of Pennsylvania. We are just as much interested in accident-prevention work in your particular plant and in the general reduction of accidents of the State as any safety man in any individual plant.

We have a wonderful opportunity to present to the individual plant the collective experience of the State and that is our chief function. Contrary to popular opinion, the factory inspector is not the chief police officer of industry. He is a cooperative means of transferring to individual plants the experience which is gained by safety directors in carrying on the work in a particular plant. If the factory inspector loses sight of that point his work becomes of little value to the Department and to the State. One of the big factors in reducing accidents is accident investigation work, and that is where you have the closest contact with us. We have found from our experience that we get success in general reduction of accidents in the State through investigation of individual accidents rather than through general routine inspection work. If we can get on the job quickly after an accident and get the experience which that particular plant has obtained as a result of that accident, we are in better position to go into the next plant and tell the management what to look out for than we should be if we simply went around looking for this and that which might be in violation of regulations. Therefore, our relationship to you, especially those of you who are not connected with plants having safety directors and who keep the accident records, is very helpful to us. We want to be able to come to you and ask you where you are having most of your accidents, in what particular department you are having most of your accidents, what particular processes are causing these accidents; we want to know this, not that we can issue an order to correct deficiencies for violations of regulations, but in order that we may get from you your experience in handling those accident cases, that we may take them around the State and tell somebody else what you have been able to do to combat the things which have caused the accidents. This it seems to me is the proper relationship between the industrial nurse and the Department of Labor and Industry. It is true that many of you are connected with plants having large safety organizations. There our principal contact would be with the safety director, but even in those cases there is a place where we will be able to use all the information you may have.

The Department in the past year has started out on a new tack. Until several months ago we simply had regulations which were mandatory upon industry for compliance. But recently we have developed what we call safe-practice recommendations. We were just about ready to distribute these in large numbers throughout the State in order that you might hand them to employes, but unfortunately the State printery has burned and the distribution has been delayed.

These safe-practice pamphlets contain recommendations of the Department to individual employes to help them in their daily contacts in the plant, that they may not be injured. In making accident investigations we often find that an employe has been injured not because of a lack of a mechanical safeguard but because of shortcomings of his own; and the Department, through its study of safe practices, is in a position to go to that employe and point out to him the thing that he is doing wrong from a general safe-practice point of view and thereby help him to keep from having a recurrence of the accident and also prevent another employe from having a similar accident.

In such cases nurses who come in direct contact with an individual employe, and know what his shortcomings are, can give us very valuable information so that we can go to that employe and set him straight along safe-practice lines.

In summing up, therefore, the two points that should be emphasized as constituting the relationship between the factory inspector and the industrial nurse are first, the information regarding safe practice methods of individual employes that the industrial nurse can give the inspector through her close contact with the injured employe, and second, the transmission of information regarding general industrial conditions which she has gained from accident investigation.

THE CHAIRMAN: We now approach a feature of the program which should be of considerable benefit this morning, that is the discussion led by Dr. McIlvain, Employment Service Manager of the E. G. Budd Manufacturing Company. Dr. McIlvain has had considerable experience with industrial nursing. I am sure this discussion will prove to be very valuable. I take great pleasure in introducing to you Dr. McIlvain.

DR. MCILVAIN: I hope that we can summarize these very fine addresses and get as much as possible out of them.

I want to congratulate the Department of Labor and Industry on bringing this group together. I have heard lots of talk at industrial medical meetings, but I don't think that I have ever carried away with me as many definite impressions from any of them as I have received here this morning. There is a reason for this. The person who planned this program selected a very representative group: a medical director, who is nationally known and probably doing more work than any one on the Atlantic coast; an industrial nurse, who dates her experience from 1914; a safety director, who is nationally known and is active in the great cement industry; a representative employer; and a representative of the Department of Labor and Industry.

As Mr. Ainsworth says, many groups have been brought together by the State but never before the industrial nurses. That has now come to an end. This twig of the medical profession has grown to a mighty branch. Industrial nurses are demonstrating what they were originally taught in training school; they are carrying the discipline of this tireless toiling, and conscientious effort into industry.

The speakers have told us some of the qualifications of industrial nurses. They are many. I don't believe there is any single individual who could set down in black and white all the qualifications of an industrial nurse. Another speaker has told us of the controversy between the nurses' duties and the doctors' duties. He said, "Do what you are taught to do in a hospital." The duties, of course, would vary in the particular industry in which you are working,—the size of the industry and the location. The speakers brought out that you should know the nationalities of the employes. It was also brought out that you should know the shop, not only the shop that you are employed in but others in industry from which you are liable to have to treat employes. Sometimes employes come from an industry which is entirely foreign to the one in which you are employed, therefore a knowledge of other industries besides your own is highly important. Also, know your co-worker,—your foreman. Use diplomacy, tact, and make careful contacts. Then we come along to the possession of a knowledge of the cause of accidents. It was said that we should first treat the injury and then inquire and investigate the cause of the accident.

All the addresses were so logical, and so plain that we cannot help carrying away everything that is good.

I understand that it is the desire of the Secretary to have a general discussion. Let us take a subject, talk about it, clean it up, and avoid unprofitable controversy.

Dr. Shoudy: I want again to impress on those present the first point I made and if you agree with me I want you to help me to wipe out of industry this talk about "first aid." In your plant clinic, in your plant dispensary, surgical and medical, just get away from that phrase "first aid." It is misleading. We have only graduate nurses at the Bethlehem Company. Get away from that word "first aid." Help us to wipe that out, will you?

Mr. Auel: There is a point that is still puzzling me that has not been fully covered in the discussion this morning. Let us assume that you have a small plant where the employer knows his men and is versed in first aid. In the event of an accident he treats the man, but where there are too many men for the employer himself to do that work, he finds it necessry to detail a first aid man and that first aid man gives first aid treatment. Now, let us take a still larger plant where it is necessary to employ a doctor on part time or a nurse full time, and the nurse takes on those duties. Is work so thoroughly standardized throughout this country, as Dr. Shoudy indicated, that each one of those individuals, the employer, the first aid man, or the nurse, knows where to leave off in the administration of first aid treatment? In Massachusetts there was a nurse who handled an accident. It was admitted that no doctor could have handled the case to a successful conclusion better than she, yet the employer was fined because the doctor did not do the work the nurse had done. At the time it created some little furore in this State, and the Department of Labor and Industry intimated that it would have to proceed against an employer who did likewise. In the opinion of our medical director that action in Massachusetts, followed as it was by more or less of a similar furore in other states, has done more to discourage the employment of industrial nurses than any other one thing. So, I would like to have somebody tell me, a layman, where the first aid man or the industrial nurse leaves off and the doctor begins, because every little scratch, no matter how trivial in the beginning, may become serious.

Dr. McIlvain: I am very much inclined to answer Mr. Auel, by asking which was the first, the egg or the hen? I think we would get our answer about as quickly, but there is, I believe, no specific legislation on that question in Pennsylvania.

Mr. Jones: Dr. McIlvain, as a layman, I am not familiar with the ethics of the medical profession. We have a certain number of men who are trained as first aid men to take care of minor scratches, or minor accidents. We try to have enough men trained that they can use artificial respiration, if that be necessary, or stop hemorrhages, but at the same time, if a man is injured he gets a treatment and a dressing by the first aid man. If the accident happens at 9 o'clock at 11 when the doctor arrives that man comes up for special examination. That is one thing we insist upon,—that the doctor see every injury, no matter how slight. Where we have a nurse she rather than the first aid man takes care of all that, and tells the man to come back so that the doctor can see him and advise what treatment to give. Before the man is discharged she has him come up for the doctor to look at him. Where you can draw the dividing line between the first aid man, the nurse, and the doctor I do not know.

There have been cases where nurses exceeded their rights, although I can mention a case where I begged a nurse to give a man a hypodermic injection. It was a serious accident. The man was suffering the tortures of the damned and we could not find a doctor. We tried to get nine doctors and couldn't find any, and she would not relieve the man with a hypodermic, he had to wait. When the doctor came, he did give it, and I tried to find out why the nurse would not do it. She said her definite instructions were under no condition to give a hypodermic injection. The needle and everything necessary were right there in the hospital, but she refused to use them. That man suffered until the doctor came, an hour afterwards, and she could have relieved him of all that suffering. Now, was she right or wrong? In my mind she was absolutely wrong in a case like that.

Dr. Shoudy: She was 100 per cent right, because if she had given it she would have laid herself open to criminal prosecution.

Mr. Jones: She may have been liable. She would lay herself open to criminal prosecution probably, but it is just one of those things where you can't lay down a fast rule, and where a nurse should use her own judgment at certain times. I don't know where the dividing line is any more than Mr. Auel, but I would like to know. It seems to me nurses must do something when an emergency arises whether right or wrong, or in accordance with the ethics of the nurse or the medical profession. That is a layman's point of view.

Miss Entriken: Mr. Chairman a nurse knows pretty well where the border line lies. I think, despite anything that may be said either by the doctor or the nurse in reference to their professions, down deep in the heart of every nurse and every doctor is the thought of the patient, and that is the thing that guides us. We have to remember the patient and I think that the nurse should not be handicapped because she is a nurse. Her training should be an asset to her and not a handicap, and I know that every doctor I have ever worked with felt that way. She must be exceedingly careful, of course, not to transcend her responsibilities, but both professions must consider the patient, and they do.

MISS WEDER: I have found it advisable, situated on the top of a hill where I cannot get a doctor sometimes for an hour, to have a standing, written order from the doctor to do certain things in cases of emergency.

DR. MCCONNELL: The subject of first aid will always start a discussion, sometimes an argument. I was at one time of the opinion that it was positively harmful to do first aid work. Since my experience in small plants, and later in larger plants, I still believe that it is harmful to place first aid cabinets in different sections of the plant without instructing people how to use them. At first our first aid cabinets were too elaborate. We should confine the contents of the first aid cabinets to sterile gauze and perhaps a bandage or so; and the foreman, or those designated to give first aid, should be instructed how to apply a sterile piece of gauze and a bandage or how to check a hemorrhage, because after all, the first aid work is the treatment of the patient from the time of the injury until he reaches the doctor.

That is as far as first aid work should go. I do not believe the first aid man should do the dressing except under the instructions of a doctor, but if we use first aid treatment under supervision, and particularly if the foreman is instructed how to give simple first aid treatment, it is of considerable benefit.

DR. MCILVAIN: I have nothing further to say on that subject. Is there anything else? There must be something in your minds which you would like to talk about except whether you have a right to do this or have a right to do that. How many of you get out in the shop? How many of you know anything about what kinds of machines are around the shops and what kind of shop conditions there are? Have you ever seen the State inspector? Did he ever stop to see you? If he didn't, I wonder why he didn't, will somebody tell? You ought to try to get to see him yourself sometimes. Have a little talk with him, it will do him good and you too.

MAJOR RENINGER: How many are members of the Safety Committee?

DR. MCILVAIN: Major Reninger would like to know how many here are members of safety committees in their own shops and in their own places of employment. How many are active members and attend the meetings in their own places of employment? About one-quarter.

Major Reninger: That is the thing I am trying to bring out. The plant is losing a good bit by not having you nurses on the safety committee.

Dr. McIlvain: Dr. Wright will you enter this discussion?

Dr. Wright: Frankly I do not think it is the nurse's business to participate very deeply in the safety movement of the plant.

Dr. McIlvain: Not very deeply, Dr. Wright. They should not be too much in it because they are not mechanics, but they should be in it because they can throw many side lights on how an accident occurs. There are many patients who will tell the nurse some little thing that happened that the safety man or doctor or no one else would ever find out. We get a great deal of very valuable information from our nurses. I do not mean tales or anything of that sort, but side lights as to the cause of accident.

Mr. Auel: I do not want to interrupt again, but I must take exception to this extent: I do not want it to go forth as the consensus of this meeting that nurses should invariably attend safety committee meetings. I ask you how nurses could attend thirty to sixty meetings a month and still do their own job? I think there are other ways in which the information that the nurse may have can be given to their safety committees. Probably the accident report or the investigation by the safety director covers the point. I should hate to see put on the record that a nurse should invariably attend the safety committee meetings. I do not agree with it.

Dr. McIlvain: All these things have to be taken up individually. It varies according to the plant. In a plant like Mr. Auel's, I would be inclined to agree that the report the nurse has to make could be made through the proper channels and not necessarily by her as an active member of a safety committee.

Miss Winton: I want to ask Mr. Jones if the recommendations of their physician are referred to the family physician or are they treated and followed up by the plant physician?

Mr. Jones: In our plant we refer the patient to his own physician, but a clerk starts a follow-up record on our own doctor's recommendations, and later the employe is asked to come to the dispensary to check up on our own doctor's recommendation.

Major Reninger: There is one thing I should like to bring out. Some of you nurses have not had the opportunity of attending any of the Nursing Sections of the National Safety Council's Congresses. Any of you who can possibly do so will find it most valuable to attend the National Safety Congress which will be held in Chicago September 16th to 30th. The program covers all the subjects in connection with safety, nursing, and industrial surgery. I feel that it would be most worth while for you to try to persuade your firm to send you to the congress.

The Chairman: In closing, I want to express the appreciation of the Department to the distinguished speakers who have addressed us this morning. I have enjoyed the talks very much myself and I am sure that they have been very interesting to you. I also want to take this opportunity to congratulate the Bureau of Women and Children upon the splendid work it has done in bringing about this conference. I am sure that you will all go back to your positions with the feeling that you are better equipped than you were when you came here this morning, at least, that is our most earnest hope.

Adjourned until 2:30 o'clock P. M.

LUNCHEON MEETING OF INDUSTRIAL NURSES

PENN-HARRIS HOTEL

12:30 P. M.

Chairman: Alice M. O'Halloran, R. N., Bureau of Nursing, Department of Health.

The Chairman: We heard this morning that the industrial nurse should have many accomplishments and that her training especially needed consideration. This noon we have the pleasure of hearing from Miss Wilhelmina A. Carver on just what training the industrial nurse should have.

THE TRAINING OF THE INDUSTRIAL NURSE IN RELATION TO HER EMPLOYER

By WILHELMINA A. CARVER, R. N., American Pulley Company, Philadelphia

The relationship of an industrial nurse to her employer varies with the size of the industry in which she is employed. In many large plants she is strictly a surgical dispensary nurse and does not have the time nor the opportunity to become as well acquainted with her employer's policies as a nurse in a small plant.

My experience has been in a small steel industry. We have approximately 400 employes, the majority of whom have been with us at least five years and many as long as twenty-five. An employer in a plant of this size will recognize in his organization "a large family." Many of the personal affairs of his employes will reach his ears directly or indirectly. To be fair in his judgment he must have a clear picture of the personal and home life of his employes. Just as he realizes that there must be an engineering or a bookkeeping department to make up an efficient organization, so will he realize that there must be a department to handle the health and social side of the individuals.

It is for this reason that more and more employers are asking for a socially as well as a professionally trained nurse. A nurse in this capacity must act as an intermediary betweeen the employer and his employes. She must impress her employer with her ability to talk with the employes, and to visit into their homes and establish a spirit of goodwill and a willingness to aid in any of the problems that are before them. She must give to the family the knowledge that the employer is interested in them. The employer knows that this interest will form a tighter bond of loyalty between his employes and himself. She must give her employer a clear view of conditions as she sees them. This he has a right to expect as he cannot make a personal survey of every situation. She must feel free to talk over her work with him, as reports are of little value when the day's duties are made up of so many intangible jobs.

The actual nursing study of a nurse employed in a small industry requires very little of her time, as the accidents are few and usually of a minor type.

She must make her own job. She must not be afraid to deviate from the so-called professional role. She must be interested in all questions and willing to do her best to help in any difficulty which may arise. In this way she will form a relationship which will be very valuable to her employer, and she will find that as different questions arise, and there seems to be no special department to handle them, he will naturally turn to her, assured that she will give each question her best consideration.

A nurse, who will day after day dress an injured finger without showing any interest in the individual to whom that finger belongs, is not doing a good job for her employer. She is lying down on the job. If she shows an interest in her patient, as an individual, she will gain his confidence and learn that his wife is ill, or that his children need their tonsils removed, and that this is worrying him so that he cannot do his best work. By visits to the homes these cares can be directed into the right channels and a healthier, happier atmosphere created.

If an industrial nurse is unfortunate enough to have an employer who does not see the value of a close friendly contact between his organization and the individual's family, it is her job to sell him the idea and make him realize the importance and the value of it.

The Chairman: We know what the "Lady of the Lamp" accomplished by cooperation with others. We have with us today another

"Lady of the Lamp," Miss Huggler, of the Nilco Lamp Works, who will give us some idea of the 1927 view of working with others.

THE TRAINING OF THE INDUSTRIAL NURSE IN HER RELATION TO HER CO-WORKERS IN THE ESTABLISHMENT

By BESSE GERTRUDE HUGGLER, Nilco Lamp Works, St. Marys

An industrial nurse must have a healthy, vigorous body, an understanding mind, and an adaptable disposition. A co-worker needs a friend who holds his confidence and is able to interpret to him the good will of his employer.

A nurse will learn much from her associates or co-workers. It is true that they may also learn from her, but her popularity will not suffer by suppressing in her dealings with her co-workers her desire to teach. She will best obtain their liking respect and cooperation by showing plainly that she has no wish to do their work nor to show them how to do it; that she is a nurse first and that if she attempts other work it is only because at the time there is no one else better fitted to carry it through.

Co-workers who find their story intelligently received by the nurse, have confidence in her and speak willingly to her about conditions which would not otherwise be brought to a doctor's attention so soon. The nurse in her daily contact with her co-workers has a wonderful opportunity to observe those in need of medical care and can usually persuade them to see a doctor. The industrial nurse cannot reach her full usefulness without the cooperation of every person in the plant, but if this ideal is not attained at once she must neither grow discouraged nor abandon her efforts.

It will never help matters to take sides in any labor disturbance or in any disagreement between various factions in the organization. The nurse should not discuss such subjects and should keep her personal opinions to herself. Her duty is to serve both sides to the best of her ability. Loyalty to her employer and to her co-workers may require her to interpret one to the other but she should be neutral although helpful in promoting peace and good feeling. Where the nurse does not feel real loyalty to her employer, she will surely be more useful in some other field or effort.

Even more important than gaining cooperation is giving it. To be able to cooperate we must see things through the eyes of others. We must gain an insight into the character of people, their early environment, their habits and superstitions, their present surroundings, their abilities and opportunities, their interests, hopes, and ambitions.

The Chairman: Miss Carr, Director of the Bureau of Women and Children, will give us some of her ideas regarding the nurses' contribution towards the upkeep of the physical equipment in the plant.

THE TRAINING OF THE INDUSTRIAL NURSE IN HER RELATION TO THE PHYSICAL EQUIPMENT OF THE PLANT

By CHARLOTTE E. CARR, Director, Bureau of Women and Children,
Department of Labor and Industry

I shall take it as an axiom that industrial nursing is not bounded by the four walls of the clinic, that in as far as nursing service contributes to the maintenance of the health of the work force such service must include an intelligent interest in the conditions under which the work force operates. But with the development of factory engineering making adequate lighting the subject for expert experimentation, fresh air a specialized study of ventilating systems, and even chairs a question of research into posture and fatigue, the industrial nurse is quite likely to feel herself beyond her depths in a study of healthful physical equipment for the workers and to retire to her clinic where at least the vocabulary of the medical specialists is familiar to her.

While experts are working out the most scientific way to meet the problems of ventilation, lighting, sanitation and posture, it is encouraging to know, however, that the rule of common sense can still get us pretty far. It does not take a specialist on ventilation to know that a thermometer in the work room is a practical way of settling disputes as to whether the room is too hot or too cold. While lighting is a subject for specialized study, our common sense can tell us of the eye strain which results from working in a room with unshaded, glaring, electric light bulbs in the direct line of vision.

To my mind the most worthy job which the industrial nurse can assume is that of head janitress,—perhaps not head janitress in name, but head janitress in fact. We would not ask that the work room have the immaculate appearance one almost invariably finds in the clinic, but we would expect that any establishment far sighted enough to employ an industrial nurse will be open minded to the suggestions of that nurse regarding the maintenance of sanitary conditions in the plant. The mere knowledge that the nurse in her immaculate uniform will daily inspect the toilets and dressing rooms in the establishment, will in itself instil the desire on the part of the employes to help keep these places in better condition.

Probably the most effective health measure which can be instigated in plants, particularly where women are employed, is the adoption of proper seating facilities for the employes. Are the nurses giving as much consideration as they might to whether or not girls who are coming to their clinic for treatment are employed on operations at which they stand the major part of the day, but operations which with a little thought could be made seated operations? And do the nurses give enough consideration to what is used as a seat? Are we to be satisfied with the round backless stools which are so frequently found in industrial plants, or cannot the nurse play her part in instilling the idea that new seating equipment, at least, shall be composed of chairs with adjustable backs, with seats which are wide enough for comfort and adjustable as to height.

My work takes me regularly into factories. I am more and more impressed with the strides that are being made toward expert factory management, factory management which considers not only the mechanical equipment but the human element in the plant. To me the outstanding lack in our plants at the present time is one which the industrial nurse by training and by temperament is best able to supply,—that of common sense housekeeping, of making the plant a more pleasant place in which to work, cleaner, lighter, more comfortable. I am daily concerned and depressed by the amount of expensive equipment which I have seen installed by the employer for the comfort of the worker and then never cared for and so allowed to become useless. Expensive plumbing ruined, elaborate lighting systems ineffective because the shades or bulbs have never been dusted, posture chairs purchased at considerable expense and then not regulated to meet the needs of the workers who are using them. Any one of these items the nurse could check up on her daily inventory of the physical equipment in the plant. The accumulative value of such careful surveys of the plant would be very great, and inevitably would be recognized and appreciated by the management as well as by the workers.

The Chairman: In any plant, efficiency frequently depends on the things that are happening at home. There is nothing that has a greater effect, or at least a more far-reaching effect, than that which relates to the mother. Dr. Mary Riggs Noble, of the Department of Health, will give us some interesting facts relating to "Mother."

THE TRAINING OF THE INDUSTRIAL NURSE IN HER RELATION TO THE MOTHER IN THE HOME

By MARY RIGGS NOBLE, M. D., Chief, Pre-school Division,
Department of Health

It is very gratifying to know that what I have to say can be made merely a clinical footnote on the things that have already been said this morning. We are long past the place where we are in danger of being called sentimental because we think it is right to ask what the last remark was that the wife made to her husband before he came to work and how his children looked when he went home to them the night before, whether they were rosy cheeked or white faced or whether he has always in the background of his mind something that affects his efficiency. I say we are not in danger now of being called sentimental because we ask these questions, and the two or three things that have been discussed this morning that have gratified me most relate directly to what Miss O'Halloran has just said, that we are obligated to look into those home conditions that directly affect the worker's efficiency,—the atmosphere out of which the man goes to work. I am not touching on the mother in industry; I am talking about the mother in the home.

Pennsylvania loses every year more than 1,200 mothers from causes surrounding childbirth, there has been no lowering of what we call "the maternal death-rate" in the last twenty years; in fact, it has increased slightly. You who are in industrial work realize that you are dealing with people who come from homes where there are likely to be larger families than in some other groups, where the children number three, four, five, or six, and sometimes many more. It is especially pertinent, therefore, for you to ask whether unnecessary mother-deaths are affecting the kind of products your plant is turning out, whether the men are carrying burdens on their minds and hearts while they are doing things with their hands. It does make a difference how they have left the mother in the home, whether well or ill, as to what they will that day produce.

The prenatal program, as we call it, relates to the caring for infants in the first nine months of life, and it is only in the last few years that we have realized that care which began only after the child was born was nine months too late. There is no more burning question today anywhere, among rich people, among people of comfortable circumstances, and especially among the poorer people, than how we can most safely have babies brought into the world and save mothers from needless death. We do not need to argue here that it is a money-saving matter; the humanitarian side we are not going to be ashamed to bring out, it is, however, a money-saving problem to make it possible for babies to be brought into the world more cheaply, and to have an employer know too, that money can be saved right there at the baby's birth. While this may be a secondary consideration, it is one that we may legitimately regard as something to be thought of.

I saw the other day a most remarkable demonstration, bar none, that I have ever seen, of how to get ready cheaply for the baby and I thought there was a point that we could dwell upon every time we talk, it may not be the greatest point, but at least it will be a point that brings response from the heart,—How may babies be brought safely into the world and yet not make it a great item of cost?

So our prenatal program takes into consideration four points. Every mother has certain rights, and every father too has a right to know that the mother in his home, the mother of his children, has before her a path that she may tread, claiming those rights. In the first place, she has a right to know that she is well enough to be the mother of a baby and to bring a baby safely into the world—in other words, she has a right to be in the hands of a physician from the beginning. Some of the plants have physicians who expect to be called for confinements. Many of your plants, I suspect, have no physician whose duty it would be to respond to calls for prenatal service. The mother has a right to be in the hands of some physician. A physician in a plant, however small, will have some contact with the home, and he should be given an opportunity to give complete physical examinations. We cannot expect in a few minutes a very complete examination, it is not a matter of a five-minute conversation with the doctor which he brings to an end by saying, "You are all right, let me know when the pains begin." It is the kind of examination that informs the mother, and lets her take home to her husband information as to whether she is or is not a well person and able or not to go safely through the nine months of expectancy.

In the second place she has a right to know that the organs that she must depend upon for safety are doing their work well, but I will not touch those various technical points.

In the third place she has a right to know that there are other "signals" relating to her well being and moreover that those "signals" are being read correctly and frequently enough so that no great danger can suddenly face her, and she can daily send her husband off in cheerful mood to his work. I refer here to the taking of blood pressure and so forth. Will you not as a nurse make it your job to sit down and patiently go over with the mother again all the things that the doctor has told her but perhaps not as concisely, clearly, and explicitly, as she should be told. I don't think there is a case where a woman has gone into a doctor's office and even in a series of visits gotten from him all the things she ought to know. I think every woman has a right to have some other woman sit down and go over the points patiently and repeat them.

We want to help the mother in such fashion that the home atmosphere can be kept right, in order that her life may not be in danger, in order that she may not fall into that group who die unnecessarily, that she may realize that her confinement is not going to be a great draft on the purse, that the baby clothes need not be costly, and yet the little one will have the right kind of clothing. All the little details of her existence, in addition to her definite specific preparation, need not be such that she and her husband face the whole episode with fear lest the baby shall not have a square deal, or with fear lest the whole family suffer. I think the industrial nurse has a wonderful chance to take just that one consideration and make a very great thing out of it. We shall do it when we have all the efficiency of the workers in mind in what we do in their homes. Put on bifocals, glasses that will give you the whole long-distance view, and will enable you to see the minutiae at your very feet.

THE CHAIRMAN: There is another subject that is of special interest to us and that is how can we make contacts with other workers in our profession. Today we have Miss Wilhelmina Rechtenstein, who will give us light on this subject.

THE TRAINING OF THE INDUSTRIAL NURSE IN HER RELATION TO HER FELLOW NURSES IN THE COMMUNITY

By WILHELMINA RECHTENSTEIN, R. N., President, Industrial Nurses' Association of Philadelphia, and Industrial Nurse, A. M. Collins Manufacturing Company, Philadelphia

The caption of my subject if I may substitute is: "Cooperation with rather than the training of my fellow-nurses in the community." Cooperation is the keynote of organization. Up until recent years the industrial nurse in Philadelphia was as a nomad in the field of industry not because of the lack of interest on the part of those in the field, rather because she was unaware of the number of other nurses in industry. So a few enthusiastic nurses agreed to a meeting and the unit of the present Industrial Nurses' Association of Philadelphia and vicinity was formed during the year of 1925. The objects were to become acquainted with all nurses in the field, to obtain an interchange of ideas and experiences, and to standardize the training of nurses in industry. There have been regular monthly meetings. At various times we have had industrial physicians, a representative of the local Visiting Nurses Society, the Secretary of the Placement Bureau of the Health Council of Philadelphia, and some one from the liability insurance companies speak to the Association. Our dinner meetings have been very successful, owing to the social intercourse between the new and the prospective members and the regular members of the Association.

We have been entertained in several plants as guests of the company, which gave us excellent opportunities to see where other nurses were employed.

So you see, our meetings have been most pleasant. Our eyes are on the horizon for broader and better opportunities for the industrial nurse. Her opportunities are many, and her influence is strong.

She is the nurse, the comforter in sickness, the visitor most always cordially welcomed into the home. She becomes the confidant of the employe, where she can often establish a contact between an ambitious employe and an executive. The industrial field is expanding and demanding the best the industrial nurse can give. Our feet are on the road with those others in nursing fields and we want to keep marching on.

The Chairman: The woman, whom those persons responsible for the making up of this program felt it essential to have talk on the next subject under consideration, was Miss Katherine Tucker of the Philadelphia Visiting Nurse Society. Unfortunately, Miss Tucker could not come to Harrisburg on this date. But she has been good enough to write a paper for us and Miss Elizabeth Winton of the E. G. Budd Manufacturing Company, Philadelphia, has kindly consented to read her paper.

THE TRAINING OF THE INDUSTRIAL NURSE IN HER RELATION TO LIVING

By KATHARINE TUCKER, R. N., General Director,
Visiting Nurse Society, Philadelphia

As life itself is the best training school for living, the topic assigned to me resolves itself into a question of what life the industrial nurse should like to prepare herself for living. Let us be up to date and play the popular game of "ask me another" with the variation of giving the answer directly after the question.

1. Is the industrial nurse a human being?

Answer. Yes—at least we hope so.

2. Has she a right to be?

Answer. Yes—a right and a duty.

3. What kind of a human being do we want the industrial nurse to be?

Answer. Healthy and energetic, and possessed of the following characteristics: Liking for and understanding of all types of people, imagination, resourcefulness, patience, humor, courage, initiative, the capacity to learn and to teach, eagerness to grow, and the ability to change.

4. Why does she need to have these particular human characteristics?

Answer. Because her work constantly brings her in contact with all sorts and conditions of people in sickness and in health, people of all nationalities and differing customs and prejudices, people in trouble, stubborn and ignorant people, sensitive and shy people, difficult and domineering people, many of whom have the possibility of being healthy and happy people with a real contribution to make if given the chance.

5. Where will the industrial nurse get the wisdom, judgment and perspective to understand, to work with, and to give opportunities to these people so that they can make use of them?

Answer. Out of her own life and experience, as well as her professional preparation. If her life is narrow, warped and one-sided, so will her judgment and work be.

6. What book deals with the essentials of a well rounded life?

Answer. "What Men Live By—Work, Play, Love, Worship," by Dr. Richard C. Cabot.

7. What is the industrial nurse sure to have plenty of?

Answer. Work.

8. What does she need to cultivate?

Answer. Play, love and worship.

9. What is meant by play?

Answer. Play might be described as that which is different from the individual's work. Whatever brings relaxation and enjoyment is play. It implies time for appreciation of various sides of life. Play differs with different people. "One man's meat is another man's poison" is particularly true of play. Witness how our various friends feel about cards. The most familiar and delightful ways of playing to many are golf, gardening, tramping, camping, automobiling, the theatre, music, art, dancing—and to some, children. Everyone needs an avocation and a hobby, as well as a job. As nurses we tend to pay too much time to our jobs. Books are a delightful form of play, especially when they are not on the subject of health.

10. Is this heresy?

Answer. Possibly, but it is sound living.

11. How is the industrial nurse to find time to play?

Answer. She must make it—it is worth it.

12. What about love and worship.

Answer. We all need friends, comradeship and affection. We all need association with others who are doing different things from what we are doing. It is another heresy to say that it would be a good thing if nurses did not flock quite so much together. In order to worship we need some time for ourselves, by ourselves for the realization of beauty, ideals and religion, and some time for the realization of things not of this world. Some get this through church, some from out of doors, some from their reading. Dr. Cabot has said, "We throw ourselves into worship, as we dive into the ocean, confident of its well-tested power to lift and refresh us, but no longer balancing, sustaining, or directing ourselves step by step as we do on the land of ordinary thought and action."

13. What has all this to do with the industrial nurse and her work?

Answer. It is her responsibility to her work and to herself to be a healthy, well rounded human being, leading a full life, full of varied interests and activities, full of play and relaxation, rich in friends and comradeship, and irradiating that sense of the divine in all things. Through such a life she is bound to fulfill the highest possibilities in her profession.

AFTERNOON SESSION

2:30 P. M.

Chairman: Theodore B. Appel, M. D., *Secretary of Health*

The Chairman: The subject for this afternoon's discussion is health. I should like in opening this session to express my personal appreciation of the opportunity that has been given the Department of Health to cooperate in this Conference. We feel the Department of Health has as its purpose the improvement of the health conditions of the people of the Commonwealth in every possible way and by every possible agency, and we appreciate the work which is being done in industrial hygiene.

The development of this subject of industrial hygiene has been very interesting to me. It was taken up as a matter of defense Its attention had first to be concentrated on the care of the injured and as far as possible, in the prevention of accidents. With the development of a safety program, it was shown that industrial accidents were an economic loss; and the first step was the establishment of first aid stations; then came the nurse with the following up of the injuries and assistance wherever possible; next came the recognition that there were certain occupational diseases which had a definite relation to industry and which placed a certain responsibility upon industry; the last development, which is being carried out in many places, is probably the most important of all. That is, that industry recognizes that sickness among its employes is a definite economic loss both to the employe and the employer. In many large plants, through the nurses' assistance, the employes and their families are given a few simple principles of health. That is where the Department of Health is particularly interested in the work that you are doing. We are very glad to enter into this conference in cooperation with the Department of Labor and Industry.

The first paper on the program for the afternoon is The Standardizing of Industrial Nursing Records by Dr. L. R. Thompson, Chief of the Division of Industrial Hygiene and Sanitation, United States Public Health Service.

THE STANDARIZING OF INDUSTRIAL NURSING RECORDS

By L. R. THOMPSON, M. D., Chief, Division of Industrial Hygiene and Sanitation, U. S. Public Health Service, Washington, D. C.

When I was asked to talk on the subject of the standards of industrial nursing I felt a good deal like following the receipt of a rather well known speaker. He was noted for the fact that he could talk on any subject at any time. One day one of his admiring friends said to him, "How do you do this thing, how do you get away with it talking on any subject at any time and any place?" "Well" he said, "It isn't so very hard, what I do is to announce the subject which they have given me and say a few words about it and then get back to something I know and I generally come out all right." So while I am not going to evade my subject entirely, I am going to talk only on that part of it that I know a little something about, and that is industrial sickness.

There are two fields of work in the study of industrial sickness, the work of the relief room and the work connected with industrial absenteeism. The record of the relief room is really a record of the daily absences which do not keep an employe away from work entirely, but which requires him to come to the relief room for advice or attention. It is rather a hodge podge collection of all kinds of treatment, consisting of minor injuries and all kinds of sickness, and the difficulty is that the industrial nurse's report is generally the same kind of a hodge podge. She feels that if at the end of the month, she reports that there have been 5,000 visits to the relief room, that out of these 5,000 visits there have been 850 colds and probably 250 sore thumbs, 75 bandages used, etc., she has made a good report.

As a matter of fact it sounds very good and it looks well, but I believe that that kind of a relief room report is a regular grave yard of facts, because there are many facts contained in this great accumulation of data which are important both to the industry and to the nurse. For instance, not long ago in rather a large industry, the nurse in checking over the monthly report found that there were an increased number of headaches coming from one room. She reported this matter to the industrial physician and both made an investigation. They found that in this room where the employment required very close eye work, that the illumination had fallen from what was supposed to be 1,200 foot candles to 200 foot candles. When the illumination was corrected the report of headaches and eye strain terminated. Another instance occurred in a plant where one of our leading industrial physicians is employed. The industrial nurse noted that one of the higher paid employes had come to the sick room quite a number of times during the year for some kind of trouble with either the nose or throat. When that case was reported to the industrial physician and the employe examined he was found to have bad tonsils. When these were removed the journeys to the sick room ended.

Now, here are two kinds of service which the relief room has offered, the first is the general service which came from observation of the records, showing that a group of people were suffering from the same condition. The second was personal service, directed at the individual which corrected his illness to an extent which prevented further sickness. But both gave the same result, they cut down the amount of industrial sickness, and that after all is the function of the relief room.

There are just three pitfalls which the industrial nurse must watch out for in making her report of sickness. The first is to have correct population data, in other words, to know the population of the various occupational groups with which she deals. For example, an employe in an occupation which is not hazardous may be transferred to another occupation where he may develop sickness as a result of his new occupation. Unless the correct occupation is known this valuable information would be entirely lost. Again there may be specific health hazards in certain occupations which if reported all together for a department are entirely lost. It is necessary, therefore, that the occupational groups be known and understood by the industrial nurse if she is to interpret the cases which come to her for treatment.

The second thing is to understand the difference between visits and cases. It is very nice to report 5,000 visits to the relief room but it is a whole lot more important to know how many actual people these cases represent. For instance, it is much more significant when 10 men from a certain occupational group report sick from the same disease than it is when one man reports ten times with the same disease, although the number of visits in each case is exactly the same.

Lastly, there is one little point about relief room work which must always be kept in mind. We have found in our experience that the occupational groups nearest the relief room show the highest sickness rates even though investigation shows there is no difference in the working conditions.

Regarding industrial absenteeism; generally one of two schemes is adopted by industry as a means of reporting industrial absenteeism. Reports either show absences which last two days and longer or absences which last eight days, and longer. It has been found that to try to check up on absences which last one day is practically impossible; first, because the visiting nurses who have to make the visits to determine the character of the absences are swamped with work; and second, because there are too many absences for one day due to personal reasons. I have often been asked how many nurses are required to carry on home visiting. In a large plant in Massachusetts two visiting nurses are able to visit absentees among 5,000 employes. These nurses cover all absenteeism of two days or longer. They have transportation furnished them. In our work we have found that it takes one visiting nurse to about a thousand employes. We find that the classification of the causes of absences should be as simple as possible. In the last ten years we have noted that many industries that have taken up the use of sickness records have, after several years of experiment, stopped their work. I believe in most instances it is because their original plan has been too ambitious, they have tried to do too much, and have tried to collect too much data. In such instances they could not see that the value of keeping the records was equal to the cost of obtaining them. We have adopted a classification of absenteeism under five general headings. The first is sickness, the second industrial accidents, the third non-industrial accidents, and it may be of some interest to you to know that non-industrial accidents have been increasing quite steadily while most of our industrial accidents have slightly decreased. The fourth is personal reasons and the fifth is "unknown." Let me say that the real test of an industrial nurse is how many unknown causes she will put on her record. The good industrial nurse does not put "unknown" unless it is impossible to find out the real reason for the industrial absence. Personal reasons, I think has been the breaking point for many industries. It is true that some industries have gone into personal reasons and have been able to cut down their absenteeism a good deal, but as a rule the employe resents too deep an investigation of the reasons which he gives as personal, and we have found what little information of value we have been able to get out of personal reasons is not worth while.

Regarding the standardization of records: If you mean by standardization of records the use of a simplified record form and the adoption by industries of the same classification of diseases and groups of diseases so that reports will be the same, I think that is an extremely important thing. If we adopt some standardized plan for reporting diseases and for keeping data, and if we work out a classification of occupation so that two men doing exactly similar work will not be placed in two unlike occupational groups; and if the records have comparable data regarding age and sex and a few other facts like that, I believe it will mean a great deal to industry.

If, however, standardization means trying to force industry to adopt one standard plan of work, I am not in favor of it, because I believe that the adoption of a sterotyped plan for industries would certainly cut down our advancement in industrial hygiene. If we adopt a sensible standardization it would be possible to compare industries of different types, that is, we can, to a certain extent from the study of general sickness reports, compare say the steel industry to the cotton industry. For instance, in the steel industry in Pennsylvania, we have noticed that the pneumonia rate among workers is three times as high as it is among workers in a number of other industries. This fact did not come from careful study and long investigation of the industry, but from a general study of the records which were available to us.

Secondly, I believe that with standardization of the kind which I have suggested we would be able to compare rates in the same type of industry, that is one industry here in Pennsylvania with an industry in New Jersey. We would not only be able to say whether the sickness rate in both of these industries was the same, but going a little bit further, if one industry had adopted some health measures for the prevention of an industrial hazard, we might have been able to weigh the effectiveness of that health measure.

Lastly, in the industry itself which sends in records to us, it is possible to compare occupational groups to determine in just what department of the industry the high sickness rate occurs and thus be able to go into that plant and correct it.

I have not said anything about the records, but I have a few copies of records which we have used in the Public Health Service.

PUBLIC HEALTH SERVICE RECORD FORM

Name———————————————— No.——— Sex——— Plant——————

DATE ABSENCE BEGAN	DATE RETURNED TO WORK	CAL. DAYS LOST	CAUSE	DIAGNOSIS OF SICKNESS OR INJURY	BY WHOM DIAGNOSED	TERMINATION

TREASURY DEPARTMENT
U. S. PUBLIC HEALTH SERVICE
FORM 9420—January, 1926

INDUSTRIAL MORBIDITY FORM A
STATISTICAL OFFICE
U. S. PUBLIC HEALTH SERVICE

Name ———————————— No.———— Sex.———— Plant ————————

Address ————————————————————————————————

Race ————————————————

Country of birth (of self)——————

" " " (of father)——————

" " " (of mother)——————

Year of birth ——————————

S M W D ——————————————

Yrs. in pres. occ. prior to date this record begins ——————

Previous occupation and industry ——————

Years in previous occupation ——————

Length of service with Co. prior to date this rec. begins ——————

DEPARTMENTS AND OCCUPATIONS WORKED IN SINCE DATE THIS RECORD BEGINS

FROM—	TO—	DAYS EX.	DEPT.	OCC.	FROM—	TO—	DAYS EX.	DEPT.	OCC.

Defects: 1st Ex. ————————————————————

" 2d Ex. ————————————————————

" 3d Ex. ————————————————————

" 4th Ex. ————————————————————

" 5th Ex. ————————————————————

DATES: 1st EX. ——————— 2d Ex.——————— 3d Ex.——————— 4th Ex.——————— 5th Ex.———————

PEC. " ——————— " ——————— " ——————— " ——————— " ———————

Date Employment Ended ———————

We have about two hundred thousand records a year coming into us from about forty different industries, all of whom use this same card. It is available for both the relief room and sickness work, so that when the industrial nurse or doctor picks up the record he has the employe's history as far as sickness and absence goes for practically a period of a year. He is able at a glance at the card to see just what are the causes of absence as far as sickness goes and is able to sum the result in a simple way. There does not seem to be need for a series of different cards for the recording of absentee records as too many cards not only confuse the picture, but also complicate the tabulation. I am going to send this around, if any of you want copies of it and will write to the Health Service we shall be glad to send you copies of them.

The Chairman: I think it was very probably intended when this program was arranged that Dr. Thompson's paper should be a symposium on the industrial nurse and industrial health work from different points of view. I believe it is very definite that the statistics of disease form the best foundation stone for any structure on prevention that can be developed. It seems to me that Dr. Thompson has put before you the common sense point of view in regard to the meaning of these statistics.

The next speaker is Dr. Wade Wright, Assistant Medical Director of the Metropolitan Life Insurance Company of New York. Dr. Wright is in charge of the health work for the policy holders of the Metropolitan's group insurance carriers. He was formerly connected with the School of Public Health of Harvard University and was at that time in charge of the Industrial Clinic of the Massachusetts General Hospital.

INDUSTRIAL NURSING AND HEALTH FROM THE POINT OF VIEW OF THE INDUSTRIAL PHYSICIAN

By WADE WRIGHT, M. D., Assistant Medical Director, Metropolitan Life Insurance Company, New York

There is an imitative instinct in most of us, there is a passion for make believe, which is likely responsible for the enthusiasm with which we turn to tasks for which we have little or no technical preparation. I, for example, enjoy this temporary role of an industrial physician, speaking with authority upon the subject of industrial nursing. The same motives are very likely responsible for the almost irrepressible desire of many industrial nurses to do almost anything but industrial nursing. They yearn to be personnel directors; safety experts; big sisters; and bonds binding employer and employed; wholesome influences and bright spots in a sordid industrial world—though meanwhile relatively little nursing is going on.

Whatever secondary benefits may be derived from the presence of physicians and nurses in industry, they are there primarily to render technical services in connection with problems involving the safeguarding of the health of the people with whom they are working. This is not said in criticism of any desire for wide usefulness and I am perhaps as weary as many of you are of hearing a recital of the things that a nurse must not do. I would much prefer to discuss with you some of the things which an industrial nurse can and should do.

For very excellent reasons medical practice laws exist in our several states to govern the practice of the healing art so that the public may not be exploited for pay except by registered physicians and such other legalized colleagues as osteopaths, chiropractors, naturopaths, disciples of Mrs. Eddy, herb doctors and retired piano tuners. Nurses are not mentioned. It is perhaps due to an oversight. But after all law is law, at least some law is law, and the talents of our nurses must be diverted into useful and productive channels other than the practice of medicine.

You know almost all of the things that an industrial nurse is not supposed to do are those which are traditionally rendered by physicians. You have known no one to object to a nurse doing anything unless it was a service in which a physician was interested. Tradition and custom have a great deal to do with it. In the not far distant past a nurse was forbidden to take temperatures with a thermometer, and now in hospitals there is the devil to pay when she does not take them. Recognizing or assuming, however, that there are reasons, adequate or otherwise, for nurses in industry not doing certain things, there is some interest in speculating upon some of the activities for which they are notably qualified and some for which perhaps they should be qualified.

Much of the routine work in industrial hospitals, or dispensaries, large or small, is surgical and it is fairly obvious that the functions of nurses on duty in such establishments, in relation to surgical cases, is to carry out the immediate or standing orders of the physicians in charge. This is all very simple. For many nurses and particularly those employed in large organizations, this is the beginning and the end of their responsibility. Most industrial nurses, though, are not employed in very large medical departments and such nurses have diversified duties. When they have assisted in an operation or so, when they have applied a few dressings, and when they have scrubbed or have had scrubbed vast areas of white enamel, they are still confronted with what is certainly by far their most important opportunity.

Sickness is a problem of far greater magnitude than that of accidents and injuries in industry, and in most industrial establishments it is approached in an incredibly timid and ineffective manner. The time loss due to sickness far exceeds that due to accidents and injuries; it is five to ten times as great in most organizations. The physical and mental incompetence of those who remain at work, though sick, far outweighs the incapacity due to injuries. The mortality from sickness far exceeds that from industrial accidents. Sickness is the big problem for doctors and nurses in industry and what have we done about it? We have done, relatively, just about nothing.

Compensation legislation peremptorily called for action regarding industrial accidents, but this bigger job of care for sickness among industrial workers, generally speaking, is yet to be tackled. It must be obvious to every one, not only to those in industry, but to the medical profession, to industrial executives and others that it is not, and probably never will be, the function of industrial medical services to render full and complete medical care to industrial workers. Industrial medical services are primarily purposed to supplement and to support the existing community medical resources.

It is, however, a logical and a truly invaluable function of industrial medical service to offer wise guidance to employes in the handling of their health problems, guidance in the quest of diagnoses and in efforts to secure adequate care for disease as it occurs. Most disease must be met as it is recognized, for it can only in small part be prevented.

It is in connection with these particular functions that industrial nurses have in their hands one of the greatest chances for large accomplishment that has ever been presented to workers in any field of health service. In a great majority of industrial and mercantile dispensaries it is the nurses who are most often and most intimately in contact with employes. In certain establishments all cases are seen by the physician. Generally speaking, however, it is the opportunity of nurses even more than that of the industrial physicians first to look behind the trifling symptoms which these people present and which brings patients into the dispensaries.

Anyone looking over American industrial medicine cannot but gain an impression of tremendous organization, excellent equipment, and vast expenditures—all achieving extraordinarily trifling results because of the superficiality of the work done.

We talk glibly about disease in a community. We have elaborated medical mechanisms, hospitals, doctors, nurses, public health departments, state health department, and what not, to care for the sick, and yet we have never known how many people were sick in any community at any one time. You as industrial nurse can intensively, intelligently consider each individual case as it comes to you. You can, with even a larger sense of accomplishment, stimulate the keeping of records which, consolidated and studied, will disclose the major health problems in industrial organizations.

One of the outstanding figures, in many ways the most outstanding figure, among those who have developed such little knowledge as we have regarding morbidity was a nurse, Florence Nightingale. She was a nurse, working on nursing problems. She was many decades ahead of her time in 1850; she is now, 75 years later, still ahead of industrial nursing, certainly so far as an interest in morbidity is concerned.

It might interest you, as nurses, to hear of a patient seen in the industrial clinic of the Massachusetts General Hospital in Boston, who had been a patient of Florence Nightingale's. The old fellow, a coppersmith, looked rather hale, though his record disclosed that he was about 80 years of age. I complimented him upon the graceful way in which he was growing old. He said, "You know I fought in the Crimea. I was a drummer boy in the Crimea," and as the conversation seemed to need support, I asked if he had ever heard of Florence Nightingale. He replied, "Oh yes, I knew Miss Nightingale." I asked him to tell me about her, as she was the founder of our modern trained nursing profession. He said, "I lied to get into the army, I was just a little bit of a fellow. I ran away as a drummer boy, and my mother didn't know where I was. Then I got sick and was in the hospital out there in the Crimea. One day Miss Nightingale came into the ward and I called her over to my bed and I said, 'Miss Nightingale, will you do something for me?' 'What do you want me to do?', she said, and I asked her, 'Won't you write to my mother—and tell her where I am—and that I am sick, because she doesn't know where I am?' and Miss Nightingale said, 'No, my lad, I won't do that, but I will tell you what I will do, I will send you home to your mother.' "

Records of themselves mean little. Do work that is worth recording. Then keep information that is informing. Know the numbers of dispensary visits, the causes of sick absences, the time lost from absence by age, by sex, by departments, and by diagnoses. In so many clinics you may hear "We are so busy getting out the work, we haven't time to keep records." As a rule the reason is inertia, or stupidity, or laziness. Records are worth while if well kept and if analyzed intelligently.

We don't know much about the technique for the study of morbidity, but we do know something and we are learning more. Such knowledge as exists is yours for the asking. Ask for the help of the Public Health Service or your State Health Department or the Department of Labor.

I am thoroughly convinced that industrial visiting nursing is an essential part of any well rounded, good industrial health program. It makes possible a complete picture of sickness, an intelligent knowledge of the problem of industrial sickness, and if it is well done it means shortened disabilities and less discomfort and anxiety for those who are sick and for those who care for them.

But visiting nursing must be visiting *nursing*. You know there are nurses who never see a medical department, nurses whose records are never a part of medical department records, and there are many nurses who never carry a nurse's bag; they carry brief cases filled with record forms. There is undoubtedly a great future for this sort of work. If the business grows successfully, such a visiting nurse may some day be at the head of a great Pinkerton or Burns agency, and she will be well thought of in employment and personnel departments, but if you are interested in nursing, do not conduct such an enterprise unless you have reached the point where you have just got to eat. It is not nursing.

Know what you can about your plant processes and operating hazards, contribute what you can to the knowledge of safety problems in your organization, but in the interests of sound progress of industrial medicine and nursing remember that your own great chance may be found through your own professional, nursing activities.

THE CHAIRMAN: In common with most of the people who make up this great free and independent nation of ours, I like to hear do's and not don'ts, I like constructive criticism and not destructive criticism and in the paper that you have just heard you have a very large number of do's and a remarkably few number of don'ts.

The next paper on Industrial Nursing and Health from the Standpoint of the Worker will be given by James H. Maurer, President of the Pennsylvania Federation of Labor.

INDUSTRIAL NURSING AND HEALTH FROM THE POINT OF VIEW OF THE WORKER

By JAMES H. MAURER, President, Pennsylvania
Federation of Labor, Harrisburg

The work of the industrial nurse cannot receive too high praise from the workers, to whom she is fundamentally responsible, even if not technically so. Usually the first to aid a sick or injured worker, her power for good is a tremendous one, and I believe I can safely say, one that is seldom misused. The service she can render as she visits the sick or disabled workers in their homes is equally great. Her visits are much more intimate than those of the doctor, and she can accordingly render a much fuller service than he. She can do more to help the family find adjustment to the calamity that has befallen them, thus reducing the severity and the length of their misfortune.

She can be a teacher as well as a nurse, and it may be that this is an equally important function. How great a portion of our toll of industrial sickness and accidents might be prevented, if only the employers were awake to their responsibility, and the workers to theirs: The industrial nurse, I believe, should be unceasing in her efforts to educate every one in her plant, from the president down, to his part in making the plant as free from hazards as is humanly possible.

A word of warning may not be amiss; it is given in good faith, and must be so received. Labor generally, and organized labor especially, is inclined to be prejudiced against employe's "welfare work." The reasons are not far to seek. It has too often been used as a sugar-coating to the pill of low wages and long hours. Where the payment for welfare work is taken out of wages without the workers' collective consent, it is insincere, and will surely defeat its purpose. Workers in America, as a rule, resent paternalism, even when it accompanies fair wages. Health and safety work within the plant need not fall into this category, however. The industrial nurse should see that it does not. She would do well, I think, to insist upon workers' committees on safety and sanitation, democratically chosen, to assist in policy-making for her department, and to hear grievances that may arise in connection with it. She must see that her work is maintained on a high professional plane; that her calls upon her patients are free from the slightest flavor of "spying-out" upon the worker; and that her department is never linked with any of the "whoop-it-up" variety of so-called "employes' service" work.

I think it would be well for her to understand the labor movement,—the democratic expression of the workers' desire for a constantly bettering standard of life. Sooner or later she will have to meet the issues involved in the rise of the company union, which almost invariably represents the employers' attempt to satisfy his employes with the shadow of self-government, while denying them the substance of it. It is not to be expected that she will try to use her position to instil true unionism into the workers; but it is earnestly to be hoped that she will not be deceived by the specious claims of the company union devotees, and that, when the struggle between company union and real union comes, as come it must, she will not let her department be used in any way to hamper the workers' efforts to win a real union.

Perhaps these words of warning are utterly needless, even impertinent. They have been prompted by my knowledge of a few cases which are assuredly rare. It is easy to believe that those who choose the field of industrial nursing for a vocation, if their ears are tuned to the throbbing human life in our factories and mills and workshops, will not fail to render services commensurate with their opportunities and responsibilities to those in their care.

THE CHAIRMAN: You have heard the subject discussed from the standpoint of the industrial physician and from the standpoint of the worker. The third view of the subject will be from the standpoint of the plant nurse, Miss Julia A. Weder.

INDUSTRIAL NURSING AND HEALTH FROM THE POINT OF VIEW OF THE PLANT NURSE

By JULIA A. WEDER, R. N., Giant Portland Cement Company, Egypt

It has been proved to us by the very fact that the Departments of Health and Labor and Industry have called this Conference that there is a definite place for a well-trained public health nurse in industry.

It largely depends upon the nature of the industry, its size and its personnel as to whether the nurse is responsible for the supervision of conditions under which the employes work. She may and should, in a general way, be interested in, if not responsible for, proper heating, lighting, and ventilation, the general sanitary and hygienic conditions of the plant. Where there is a cafeteria and recreational facilities, these are usually under her supervision.

She must be familiar with the various operations and their hazards and seek the causes which produce undue fatigue. Where there is a full-time physician in charge, or method of regular physical examinations, the nurse assists the doctor and follows his instructions.

No matter how good the conditions are under which the employes work the workers themselves are, to a considerable degree, responsible for the conditions under which they spend their time outside of the industry. It is the industrial nurse's job to impress upon the individual his responsibility for his own health. She is the health teacher and one of her greatest tasks is the teaching of health habits.

This may be done by lectures or talks to small groups, or by means of posters and literature. May I cite the value of the health literature distributed by the Metropolitan Life Insurance Company. At regular intervals we place various kinds of health pamphlets in our time-clock room. I find them in the homes and they are read with interest as the questions which are asked me prove.

If the nurse visits in the homes she will more readily gain the confidence of her fellow-workers and from them learn their personal background and history. Are they being worried by a personal or family problem? Is there a physical or mental illness or a social condition that needs attention? This is where the nurse can make herself invaluable. She must know the medical and social resources of her community and cooperate with them.

Where there is no full-time physician in the industry, or where the physician is only called for serious accidents, the nurse must have standing orders so that she may see all first aid cases and cases of minor illness which may come for advice. Each patient coming into the dispensary is in a receptive mood and should be given careful consideration. By tactful questioning the nurse can get a fair idea of the patient's general physical condition. She must ever be on the alert for symptoms which may be the beginning of serious trouble as well as for symptoms of contagious diseases and those which may be peculiar to the occupation. The patient should be given some practical instruction relative to his own particular condition. The nurse may find it necessary to send the patient to his family physician, or, she may find that he needs advice regarding his dietary habits or the correction of some physical defect, which he has failed to correct. Often she is consulted about weight reduction and she must constantly give advice regarding the elimination of daily doses of cathartics.

Once she makes a contact with a patient she should follow it up. It often requires a lot of patience and perseverence to get a correction, but the good nurse works on the principle that in time a drop of water will wear away a stone.

I wish that I could urge every employer to allow the industrial nurse to spend part of each day in the homes of the employes. Let her visit those who are absent because of personal illness or illness of some member of the family. This affords a splendid opportunity to gain the confidence of the worker as well as to give practical instruction and aid.

I am more and more convinced that the nurse who goes into the home and rolls up her sleeves and demonstrates to the family just how the sponge bath or treatment should be given, how to make a mustard plaster or formula for the baby, gains the confidence and respect of that family. They will follow her advice much more readily than the nurse who comes and "just talks."

Often a patient will come into the dispensary and ask for something for indigestion. He may get a dose of soda-mint, but with it he gets considerable advice as to diet, etc., and it doesn't stop there. We see him again and if necessary visit his wife and take to her a Metropolitan Cook Book and a pamphlet on food. Does she resent it? You wouldn't think so if you knew the number of requests that come from other wives in the neighborhood for the same two pamphlets.

A series of talks given to small groups often proves successful. A good plan is to make up a health questionnaire and have each person check up on themselves. Then give short talks on each question taken up in the questionnaire, such as weight, diet, elimination, care of teeth, feet, etc.

Several years ago we gave a course in "Home Hygiene and Care of the Sick" to wives of our employes. This created a great deal of interest, and in spite of the fact that the classes were held in the evenings, in an inconvenient place, they were very well attended.

This may not seem to have any bearing on "Health and Industry" but inasmuch as the state of mind of the worker towards his day's work is influenced tremendously by his home conditions, it seems an excellent way of teaching health and health maintenance.

One of the greatest opportunities of the industrial nurse is the maintaining of peaceful relations between the various groups of workers and between the individual workers. Is there a disturbing condition in some department, perhaps an unpleasant sub-boss or foreman or a disturber in the ranks? Does an individual feel that for some reason or other injustice has been done to him? Maybe there is a timid worker who would be happier and so more efficient on another job? Because the nurse is a fellow-worker and the natural one to go to with ones woes, be they mental or physical, she hears the things that worry the workers and cause irritation and discontent. If she is a tactful nurse she smoothes out these rough places. She acts in the capacity of the laison officer in the army.

Industrial nursing offers a splendid opportunity to the public health nurse who has initiative and vision. Her opportunity for improving conditions under which people work and live is only limited by her own interest and ability.

THE CHAIRMAN: The question of industrial nursing and health from the point of view of the Section of Hygiene and Sanitation of the Department of Labor and Industry will be discussed by Dr. Elizabeth B. Bricker, Chief of that Section.

INDUSTRIAL NURSING AND HEALTH FROM THE POINT OF VIEW OF THE SECTION OF HYGIENE AND SANITATION

By ELIZABETH B. BRICKER, M. D., Chief, Section of Hygiene and Sanitation,
Department of Labor and Industry

It may be of interest to you to hear first of all just what place in the Department of Labor and Industry the Section of Hygiene and Sanitation holds.

Like most other departments in the State Government, the Department of Labor and Industry is composed of a number of bureaus. You heard this morning something of the activities of the Bureau of Inspection. Then there is the Bureau of Women and Children which cares particularly for the needs of, and opportunities for, and the promotion of the interests of women and children industrially employed throughout the State. The Compensation Bureau receives reports of industrial accidents and sees that agreements are entered into for the award of compensation for such accidents.

There are a number of other bureaus such as the Bureau of Employment, the Bureau of Rehabilitation, etc., but I wish to speak particularly of the Bureau of Industrial Standards. This bureau conducts investigations and assembles data relating to the health and safety of workers especially from the technical aspect of working conditions and processes. This work is done as the need for it arises in the various industries. It may be because a large number of accidents are being reported as occurring under certain conditions; it may be from a problem met by one of our inspectors in the field; it may be on the request for advice from an employer, or for help or relief by employes.

The advice requested is supplied to the individual or organization asking for it. If it is of general application to the industries throughout the State an endeavor is made to secure, insofar as possible, uniform practice with regard to the difficulty. Sometimes this is accomplished by regulations which deal specifically with the situation and through which all persons interested, employers, employes, and Department of Labor and Industry Inspectors have clearly set before them just what procedure is to be followed under certain conditions.

Throughout my connection with this Department we have been in frequent touch with physicians, employers, employes, students, and other persons interested in obtaining information with regard to health hazards in industry. As far as I can now recall, however, we have had very few inquiries along this line from nurses, possibly because they did not need help, but more probably, I believe, because they did not know of the service we are rendering. If the former is the case, I am very glad, but please be assured that even though you do not need our help, we need yours.

In a well organized plant, case records serve as a basis for the reduction of accidents but they should also serve as a basis for the reduction of disabilities other than accidents. Accidents mean increased cost through the payment of compensation. In Pennsylvania where there is no compensation for industrial disease this factor does not enter into consideration of the problem. Aside from the actual compensation cost, however, all other disadvantages of disability, whether from accident or disease, are the same—the time lost by the individual, the disorganization of shop routine, the loss of an experienced worker, the replacement by a green hand, etc.

And there is still another element which should be considered in this connection. That is the reputation given the department in which the illness occurs. Those who have had experience in dealing confidentially with workers of various types, in different industries, sometimes hear a man say, that he will not work in a certain place or job because of the number of accidents occurring to men on that job. But very much more frequently they hear, "I won't work there because the men get sick on that job." Accidents are usually spectacular events and the impression made on the management and men following such an occurrence and their efforts made to prevent a similar accident are definitely recognized by all nearby workers. Disease coming on more gradually is not so apt to receive such definite consideration. Then also it is not to the manager, or even to the foreman remarks such as I have just quoted are made. They are made to a fellow worker, or something of similar intent is conveyed to a prospective employe.

The one person in the plant who is in a position to hear such a remark and who at the same time occupies a position fairly close to the management, is the plant nurse. What is to be done in such a situation? A personal investigation should be made, the matter should be discussed with the plant physician, with the foreman, with the safety man, and with the chemist, or other person having knowledge of the materials and processes used. The evidence on both sides should be weighed, the statement proved or disproved. If proved, the situation should be remedied, if disproved, the impression should be corrected.

If illness is more frequent in one department of a plant than in another, and such is usually the case if a report to that effect is prevalent, is it because of the personal hygiene of the worker, because of his home surroundings or living conditions, or is it because of the handling of really dangerous materials and the neglect of the use of safeguards?

As far as the occupational aspects are concerned, an interested physician, or plant manager, or plant chemist can often lay his finger on the exact spot needing change. On the other hand, it may be that a new process is being used, or the cause may be found in a problem long recognized by the plant management, but for which the management has not been able to devise a satisfactory solution. Another plant in the State, or half a dozen plants, may have met and solved similar problems. They may have obtained help from the Department of Labor and Industry. They may have written us their experience in meeting the situation, merely as a matter of friendly information which they were willing to share. Or our inspectors may have been given the details of how the problem was solved. No matter how obtained, if we have it, it is the property of everyone in the State. If we don't have it there are many avenues open through which we may obtain it.

And it is not only in the field of illness that I believe you have a common ground with the Department of Labor and Industry. Are you responsible for the health page in your plant magazine? Perhaps we can help you in developing that.

Are you the plant sanitary inspector? Have you devised a way of keeping your wash and toilet rooms tidy? How do you manage that used paper towels are placed in the containers provided to receive them and not merely thrown in their general direction?

Many employers are willing to install equipment that will add to the comfort of their workers. Many have installed such equipment but have removed it, not because of the expense of maintenance, but because of its abuse. What is the answer? Education of the worker? I believe that is too broad a term to pass on to the employer who has problems, in cost of materials, production, labor, sales, and one hundred and one other matters to worry about. Can you say "We found this scheme worked in our plant," or that "That method met the needs in our store." If you can, please pass it on to us to give to others who have been less successful, possibly because they were less resourceful.

In your work you must constantly be running across situations that you would like to discuss with others similarly situated, or you may have developed a procedure that meets a condition that has puzzled you for a long time. Will you not write us or drop in to the Department offices and talk it over? There probably is not perfection, but surely there must be wisdom in counsel.

If we can help you or you can help us, the Department of Labor and Industry will feel that this conference has been a success.

THE CHAIRMAN: The subject of industrial nursing and health as viewed by industry, will be discussed by Mr. C. B. Auel, Manager of the Service Department of the Westinghouse Electric and Manufacturing Company. I know something of what Mr. Auel has accomplished, and I take special pleasure in presenting him to you.

INDUSTRIAL NURSING AND HEALTH FROM THE POINT OF VIEW OF THE SERVICE MANAGER

By C. B. AUEL, Manager, Employes' Service Department, Westinghouse Electric and Manufacturing Company, East Pittsburgh

The attention of the public was drawn from time to time during the great war to the large numbers of our young men who were found to be unfit physically for active military service; and reports, issued subsequently by the surgeon general's office, stated that on a conservative basis, the rejections averaged the heavy total of 28 per cent.

Recent physical examinations of large numbers of school children in this State showed that there were from 20 to 30 per cent either excessively above or below normal weight, girls more so than boys, while the percentage of both was greater in the high schools than in the grade schools.

And so, little improvement has been made in the physical condition of our people during the past ten or fifteen years, notwithstanding the warning conveyed to us.

But, disregarding the causes of such deficiency, it shows that practically three out of every ten young persons are below normal and therefore in a condition to "take" almost anything which flesh is heir to, or to develop or aggravate any tendency toward disease which may be latent in them, or to make of a minor injury a serious one.

As these young persons reach proper age they become workers, so it is evident that the industries are constantly incurring certain losses because of their lack of good physical condition. These may include any or all such items as abnormal labor turnover, heavy accident frequency and severity rates, undue absenteeism, decreased output, excessive spoilage work, miscellaneous small losses of materials, extra supervisory, inspection, clerical help and so on. All are reflected in the so-called "overhead" expense and, added to the cost, increase the selling price of a product. This in its turn makes for reduced sales. As, however, competition must be met, the quality of the product may have to be lowered or wages may have to be reduced and so the vicious circle continues to make its round.

From the standpoint of the employer, physical examination as a requisite to employment will not remedy this condition, but will at best only ameliorate it. Even though tending to keep out the worst cases of unfitness, physical examination does not have for its object the elimination of workers, but rather the furnishing of means additional to those ordinarily employed whereby more intelligent endeavor may be made to place each worker in a line of work for which he is best qualified. Moreover, it must be confined to the simplest requirements, otherwise it would be a difficult matter to build up or to maintain a working force.

But even if physical examination in employment accomplished all that could be expected, it would still offer no guarantee that those found normal or average on employment and exactly suited to the work selected for them would so continue.

It would seem, therefore, as if the industries were confronted with the further task of establishing generally what is only commencing to be done here and there; namely, to introduce periodic physical examination of all employes in an endeavor to assist in keeping them physically fit.

Our own practice varies in different plants. Physical examination for employment is a requisite in all except two plants, and those the smallest. But even where made a requisite, there have been occasions of unusual and pressing activity when we have had to disregard it for short periods. Admission, however, to our sick benefit association, now established in all of our plants, requires that a physical examination be made. In our main plant at East Pittsburgh, periodic examination is voluntarily offered to all employes and in the case of departmental heads a note is sent to them as a reminder not to neglect the matter.

There are, however, certain groups who are required to undergo physical examination at regular intervals. These originally included crane men and food handlers, but more lately have been extended to all employes handling electric circuits, engineers, test floor men, inspectors and wiremen, as well as firemen.

It would seem almost evident that if, with the expenditure of a few dollars, an employe could be examined and advised what to do in order to maintain good health and thus enable him to keep on the job, such expenditure would surely be justified. However, with respect to health, the great majority of workers are more or less "chance-takers," the very fellows we are trying to eliminate from the industries when it comes to accident prevention, and so periodic physical examination is neglected.

As practically all employes in a plant are brought into contact with the nurses, there is a very great opportunity for them to explain and to urge the advantages of periodic physical examination either by the plant's medical department or by their own family physician.

The medical department of our plant feels that the conditions found have been well worth the expense involved, and the response to the advice of our nurses has been very gratifying especially from the women employes.

Strictly from an accounting point of view, however, it would be hard perhaps to measure the results obtained against the cost involved.

So much for a glimpse of the situation as to the health of workers that confronts the employer today; yet an equally difficult situation confronts the employes, though bearing on health only indirectly in some of its aspects.

Practically every individual of the more than 40,000,000 gainfully employed in this country has three principal worries, fear of ghosts, as they have been called, always on his trail: namely, the fear of disability due to illness; the fear of unemployment; and the fear of dependency in old age. These are very real ghosts and not the imaginary kind, as will be appreciated when it is stated (1) that bad as is the accident situation in this country, the U. S. Bureau of the Census has said for everyone who is disabled from accident, between six and seven are disabled from illness; (2) that 1,000,000 to 6,000,000 workers, with an average of 2,500,000 are for various reasons constantly out of employment; and (3) that 95 per cent of our people are dependent on others for their means of subsistence at 66 years of age.

In passing, it may be said that the successful laying of these ghosts, together with the further avoidance of misunderstanding between employer and employes, would go far toward bringing about that industrial contentment so earnestly desired by all of us.

Examine the welfare work of the larger industrial concerns and you will find included in it sick benefit, life insurance, and pension plans, the spelling of work about in periods of business depression, and schemes for shop representation; all being undertaken with the object of contributing toward the laying of these ghosts.

But in what way do worries, or ghosts, of the kind mentioned have to do with today's program on Industrial Nursing and Health? Any intelligent and comprehensive study of a subject should of course include all angles—in the case of health, preventive work as well as curative; in fact, preventive work is usually of far more value than curative effort, more so than even the 16 to 1 ratio indicated by the old proverb "An ounce of prevention is worth a pound of cure," so that such things as worries and fears—anything having an influence directly or otherwise on the health of the worker or on his general ability, must be taken into account.

If proof were needed as to the effect of worry on health—our good friend, Dr. W. G. Turnbull, Deputy Secretary of Health, has stated that the having of an income in the shape of sick benefits as do our employes who take the cure for tuberculosis at the state sanitorium is a positive factor in their earlier recovery; for it costs them nothing while in the sanitoriums, so that their sick benefits can go toward the maintenance of their families, thus lessening a prominent cause of worry.

As to the influence of worry on accidents—in the original analysis of our own, made many years ago, we classed as the outstanding cause "carelessness," totalling about 26 per cent of all accidents; but, subsequent study as to the cause of carelessness developed the seeming fact that it was not always a cause as we had originally supposed, but might on occasion be an effect.

If so, then what may be the cause or causes of carelessness? We could all of us unquestionably set down a number of possible causes, but comparison of our lists would almost certainly show two or more items on which we would be quite agreed, namely worry and ill health. Thus will be seen a further connection between worry, ill health, carelessness, and accidents.

We would further probably agree that under certain conditions constant fatigue might eventually result in ill health, or that chronic ill health could bring about excessive fatigue and in consequence accidents would occur. In the same way, arguments might be advanced that industrial contentment likewise had its effect on health, and therefore on accident reduction.

For such reasons as have been mentioned and also because compensation laws are being made more and more all-embracing, and being interpreted in a way the original sponsors could never have contemplated, to include many forms of health as well as of accident hazards, the speaker is convinced that health work is destined to become not only increasingly important among the tasks of the industries, but the greatest single phase of the accident-prevention movement.

It can be imagined, therefore, that industrial nursing is going to have an ever widening scope, broader than anyone would have suggested as properly belonging to it a few years ago. Instead of being confined to first aid, it will include investigational, placement and preventive work, not only among employes but extending to their families, which, of necessity, widens the field of the industrial nurse. She, therefore, looms as a most important factor in the plant as in the community, and it would indeed be hard to say just how great her influence will be on the health of our future workers, as well as in bringing about industrial contentment, to which reference has already been made.

Contrary to the opinion expressed by some physicians that health work on the part of the industries will encroach upon their fields of activity, it may be said with every degree of positiveness that it will not; it is and will continue to be very largely what might be designated as complementary work to that of the physicians and experience already shows that instead of taking practice away from them, such work actually tends to increase it, for, whenever any course of treatment is indicated, employes are almost invariably referred to their family physicians. Had proper advice not been readily obtainable first at the plant and without cost, they would undoubtedly have either delayed getting treatment or gone without it entirely.

It was stated in the early part of this paper that physical examination had for its main purpose the furnishing of additional means for the better placing of employes, and to forestall a very natural question as to what is to become of applicants for employment rejected as a result of physical examination, it may be said that this number, whatever it is, can be very materially reduced by having the present compensation law further amended to permit the Department of Labor and Industry to take on the insuring of those who have already been severely injured or who are otherwise badly handicapped, such as the deaf, blind, crippled from disease, epileptics, etc., thus opening many of the industries, to which access is at present either difficult or impossible.

The speaker, with the help of Dr. E. N. Clopper, of the Pittsburgh Federation of Social Agencies, has had such a bill prepared, unfortunately, however, not in time to get it before the last legislature and we have now placed it before the Pittsburgh Chamber of Commerce, as one of a number of bodies, in an endeavor to secure cooperation for the future.

As now drafted, the bill reads:

"(e) To provide a means of examination and registration through its employment offices, workmen's compensation organizations and otherwise, for partially disabled or handicapped workmen however such disability or handicap may have occurred, and to issue certificates after examination and registration to such workmen, certifying to the fact of such partial disability or handicap and to establish and maintain a fund for the payment of compensation in the event that such workmen suffer further disability when employed as a result of injuries sustained under such circumstances as would entitle such workmen to compensation from their employers under the provisions of the act approved the second day of June, one thousand nine hundred and fifteen (P. L. 736) and the amendments and supplements thereto."

The idea is this: If there is a handicapped worker, whether he has been handicapped through the industries or handicapped by disease, he will be able to go to the nurse employment agency and be registered. They will give him a card with his name and number certified as to his disability, whether it be an arm that is missing, an eye, or leg, that employe can then go to an employer, show the employer his card and in the event of an employer giving this man or woman a job and that employe is again injured, the state and not the employer will pay the compensation. In that way we should be enabled to keep more of our self respecting workmen out of the poor house and open the doors of many industries which are at present entirely closed to them.

I would not recommend that this be thrown full fledged at the Department of Labor and Industry, but would want it so that the Department can, as experience dictates, open these doors gradually, taking on for the first two or three years only men who have one arm, one leg or one eye missing, and after experience has shown what it costs to handle that class of men, to expand the classes to include the totally blind, or totally deaf, or crippled from disease, and, looking far ahead, even the epileptics.

It seems to me that society can ask the State to do this, and thus make a larger percentage of self-respecting workers than we have now, and reduce the number perforce who are compelled to go into our poor houses. And I put in a clause at the tail end so that the Department of Labor and Industry cannot be forced to do this work until they feel ready for it.

"Nothing herein shall be construed as making it compulsory on the Commonwealth of Pennsylvania or its respective departments to issue the foregoing certificate to a partially disabled workman; but when such certificate is issued, the provisions of this act shall then apply."

It would seem as if it would be only fair to have the State, as the servant of society, assume the risk involved and thereby enable more of our unfortunate fellow-men to be kept at a self-respecting employment. At present, many of the industries feel that they cannot take them on; for in so doing they must assume the risk involved, thereby adding one more to the handicaps or losses which go into their "overhead" expense.

If you are in accord with this idea, and we have yet to find a single person opposed to it, we solicit your help in giving it an impetus, which will carry it through the next legislature.

Reference has been made to the fact of compensation laws being made more and more all-embracing and being interpreted to include health and accident hazards, which in many instances were certainly never intended to come within their scope. In our own State, for example, there is on record a case wherein compensation was actually required to be paid because of an attack of delirium tremens which occurred in a steel mill, the law reading that if a preexisting condition is but aggravated, the matter is a compensable one and it was said the heat of the mill brought on the attack—certainly heat did no more than advance the attack a few weeks.

Again, in Utah, an employe enroute to his place of work one day, but still a considerable distance from it, crossed a railroad track and was killed by a train. The employer had no connection whatever with the accident, it did not happen on his premises, nor was the employe on duty at the time, but because the law in that State reads that accidents arising out of employment are compensable, the employer was required to pay compensation. Obviously, if the man had not had a job, he would not have had to cross the track, and so would not have been killed.

Does any one here really feel the law was intended to cover such cases as these?

As for hernias being so largely classed as accidents and therefore compensable, physicians and courts freely admit that the great majority of such decisions have been in error and the latest amendments to the laws in this State have taken cognizance of the situation by endeavoring to define when hernia shall be classed as an accident.

The speaker recognizes the fact that errors of judgment are bound to arise from time to time, some on occasion favoring the employes and vice versa. It is not, however, the occasional case that is under discussion, but the more and more liberal interpretation of Workmen's Compensation Laws to the point of misinterpretation and the inclusion of an ever increasing number of matters to the point of making these laws all-inclusive.

Employers, of course, ought not to take the attitude that they should endeavor to get off as lightly as possible for things for which they are entirely responsible.

Nor should employes feel that everything possible should be shouldered upon employers, on the ground that they but pass it along to the public who pay in the end.

It is a fact that someone has to pay for every loss incurred, none go unpaid, but employers and employes first pay with reduced business, lowered wages, lack of employment and, after that, the public—perhaps.

In any event, the subjects of safety and health in the industries are becoming so complicated and so complex as to warrant the most thoughtful consideration of all good citizens having the welfare of the country at heart.

THE CHAIRMAN: The discussion of Industrial Nursing and Health will be opened by Dr. W. J. McConnell, Medical Director, General Electric Company, Philadelphia.

DR. MCCONNELL: The talks and papers which have been presented today have been not only interesting and instructive, but so complete as to permit of very little discussion. This conference, I believe, has an added significance. It is the first conference called by a state department which, so far as I know, has been devoted to the interests of industrial nursing. It is a recognition of the important role which the nurse is assuming in industry.

With the change in the relation of the physician to industry from merely a man connected with a plant in case of an accident to one directing the many recognized activities of a medical department, the duties and responsibilities of the nurse are daily increasing. It is good business on the part of industry at all times to learn the causes of inefficiency. Industrial managers are beginning to realize that their plant medical departments are best equipped to investigate into those causes, analyzing, and evaluating each. The physician and nurse must frequently go beyond the plant environment for their information. Home conditions, food supplies, community diseases and so forth are all important factors to be considered.

The medical personnel of a plant likewise has a great moral obligation to fulfill. The interests of both the employer and employe must be coordinate. The management must be interpreted to the workman and the workman to the management. The creation of loyalty and employment morale depends in no small degree upon the medical personnel. There are a number of activities in a plant which must be distributed among the personnel of the medical department.

A very important activity of the medical department is health instruction. I am convinced that this instruction is best given by means of personal talks by the nurse as a friend and adviser in her daily contacts with employes. In this way she is able to clear away much ignorance and prevent much exploitation. A great deal has been said about the duties and responsibilities of a nurse and I am not going to attempt to define the duties of an industrial nurse. Some one has said she cannot be a superwoman, she dare not be a dumb-bell, cannot diagnose, and yet her opinions must be respected. That is about as good a definition as I know. However, I do not think we need worry about the preparation of the industrial nurses. I think they are handling their own preparation very well, as evidenced by a number of associations of industrial nurses similar to the Industrial Nurses' Association of Philadelphia. I believe that such associations of nurses are commendable and productive of much good.

THE CHAIRMAN: In the absence of any further discussion, I will close the session. Before I do so will you permit me to give you, as industrial nurses, just a few words of advice? You are carrying on one part of a very large campaign for the general betterment of human society, and that campaign is not managed or handled or endorsed by any one agency except the general urge of society itself to better things, and you are doing a part of that service. Now, in carrying on your work try to hold before yourselves the real purpose of the work, not today's work, not the necessary labor in the number of visits you are making, but the doing of a part of a nation-wide,—I think we should say, a world-wide,—campaign for the betterment of conditions and for the service of society. I think if you carry that thought in your minds it will help you, it will relieve a good deal of the monotony of your work and it will dignify your whole program.

The meeting is adjourned.

LIST OF PERSONS WHO ATTENDED THE CONFERENCE ON INDUSTRIAL NURSING

Adams, Florence E., Department of Labor and Industry, Philadelphia, Pa.
Ainsworth, Cyril, Department of Labor and Industry, Harrisburg, Pa.
Albertson, Dr. Harry W., President of the Medical Society of the State of Pennsylvania, Scranton, Pa.
Albright, C. D., McClintic Marshall Construction Co., Pottstown, Pa.
Appel, Dr. Theodore B., Department of Health, Harrisburg, Pa.
Armstrong, Marianne, R. N., Edgewater Steel Co., Oakmont, Pa.
Auel, C. B., Westinghouse Electric & Manufacturing Co., East Pittsburgh, Pa.
Barr, James F., Department of Labor and Industry, Harrisburg, Pa.
Bate, R. Aleatha, R. N., John & James Dobson, Inc., Falls of Schuylkill, Philadelphia, Pa.
Beard, Lydia A., R. N., Reading Co. Car Shop, 6th & Perry Sts., Reading, Pa.
Birkner, Anna E., Department of Health, Harrisburg, Pa.
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Bowen, Mrs. John W., R. N., Susquehanna Silk Mills, Sunbury, Pa.
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Bricker, Dr. Elizabeth B., Department of Labor and Industry, Harrisburg, Pa.
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Brupbacher, R., Schwarzenbach Huber Co., Altoona, Pa.
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Clark, Mary H., R. N., Duplan Silk Corp., Hazleton, Pa.,
Cole, Dorothy L., R. N., Union Steel Casting Co., 62nd & Butler St., Pittsburgh, Pa.
Coleman, Mrs. Maude B., Department of Welfare, Harrisburg, Pa.
Conrad, Jane E., R. N., American Sheet & Tin Plate Co., Pittsburgh, Pa.
Davis, Minnie C., R. N., Collins and Aikman Co., Philadelphia, Pa.
Deen, Mrs. Frank S., R, N., Hamilton Watch Co., Lancaster, Pa.
Deibert, V. Marie, R. N., Edw. G. Budd Mfg. Co., Philadelphia, Pa.
Edwards, Winifred, R. N., Magee Carpet Co., Bloomsburg, Pa.
Eggert, Emilie B., R. N., Vanity Fair Silk Mills, Reading, Pa.
Entriken, Esther R., R. N., Penna. Organization for Public Health Nursing, Harrisburg, Pa.,
Eunson, Jennie, R. N., American Car & Foundry Co., Bloomsburg, Pa.
Evans, Eileen F., Consumers' League of Eastern Penna., Philadelphia, Pa.
Evans, N. M., R. N., Atlantic Refining Co., Philadelphia, Pa.
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Friend, Harriet L. P., Temple University, Philadelphia, Pa.
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Gallagher, Elizabeth H., R. N., Provident Mutual Life Ins., Co., Philadelphia, Pa.
Galloway, Elizabeth B., R. N., Scranton Dry Goods Co., Scranton, Pa.
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Karhan, Albert, Department of Labor and Industry, Williamsport, Pa,

Keil, Jessie S., Department of Labor and Industry, Harrisburg, Pa.
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REVIEW OF INDUSTRIAL STATISTICS

Prepared by

THE BUREAU OF STATISTICS

THE LABOR MARKET

A slight decline of employment in the State is shown for June. A decided fluctuation has been noticed in the trend of employment during the first half of 1927. This unsettled condition of industrial employment has been manifest in the employment reports from all sources and the declines of the last few months seem greater than the usual seasonal reductions.

The reports from State Employment offices for June show that a total of 14,314 men applied for work during the month. The ratio of applicants to available jobs had been showing gradual improvement since January, 1927, having been reduced from 253:100 in January to 180:100 in May. In June, however, the ratio of applicants to placements dropped to 206. The June report shows that the number of unemployed workers in the State has been increased by 3,700 men and women, or a gain over May of 14 per cent. The unfavorable state of employment in June is further emphasized by the adverse turn in the trend of placements as shown by the ratio of applicants to placements. This ratio dropped from 211 in May to 227 in June. The number of placements in June, 1927, totalled 5,653 compared with 6,857 in June, 1926, a decrease in 1927 of 19 per cent.

Clothing, textiles, metals, transportation, and retail stores were the groups showing largest increases in the number of unemployed. Each of these groups showed more than 3 applicants available for every job open. Employment in the construction industry showed some improvement in June, but calls from contractors for workers were far below those of June, 1926. Workers, especially female workers, are in demand to fill places in the hotel and restaurant trade. This demand is caused largely by the seasonally increased volume of summer hotel and restaurant business. The demand for male laborers continued good throughout the State, although there is no scarcity of workers of this calss as there still are nearly 2 workers registered to every job open. Calls for day workers and for men to do casual or odd-job work were numerous. The number of applicants for work of this character, however, seems to keep well ahead of the demand.

Harrisburg, of all the cities where full-time State Employment offices are maintained, seemed to offer best opportunity for employment during June. The ratio of applicants to openings in that city was 129 and was the lowest recorded. Unemployment was most prevalent in Pittsburgh where there were 270 applicants registered for every 100 jobs open. Ratios for other cities were as follows: Allentown 235, Philadelphia 227, Altoona 212, Scranton 208, Johnstown 162, Reading 147, and Erie 146.

EMPLOYMENT, WAGES, AND HOURS WORKED.

Manufacturing employment, after the slight recovery in May, dropped in June. Reports from 855 establishments, comprising 46 classes of industry including 3 construction groups, show a net loss in employment in June amounting to 1.6 per cent. Wage payments were 2.3 per cent lower than in May but average weekly earnings were practically unchanged, showing less than 1 per cent decline.

The largest employment losses were found in the metal, textile, and chemical groups. The construction group, continuing its climb to a mid-summer employment peak, showed a 15 per cent gain over May.

The greatest decrease in employment recorded during the month was that of the automobile plants which dropped 16.2 per cent under May. Ten of the 19 firms in this group shared in the reduced volume of employment. The working force of 1 firm, which is normally above 5,000 men, was reduced nearly to 3,000 in June. Time worked by all automobile plants was 25 per cent less than in May. Eight firms, principally those making auto parts, reported employment increases but the gains were small and of no real significance.

Declining employment was shown for the car construction and repair group. Car shop repairs for several railroad companies gained over last month except in a few shops where a shorter working day and lower employment are usual during summer months. Locomotive construction was much slower than in May. The volume of street railway and industrial car construction was fair.

Iron and steel blast furnaces was another class in the metals group that showed considerable loss in employment during June. One firm laid off nearly 1,000 men. Other decreases reported by 8 firms were slight.

Electrical machinery and apparatus with its employment gain of 18 per cent over May showed the greatest gain of any industry group. Increased employment was reported by 11 firms. Several of the largest gains were reported by firms manufacturing storage batteries and radio supplies.

In the iron and steel forgings group, small gains in average earnings were general. A part of the 13.5 per cent increase in earnings, however, was due to normal operating time in June compared with lost time due to many shut-downs in May.

Reduced employment in the textile group was reported for each industry except clothing which showed a slight gain. The losses reported were for the most part slight. One carpet factory was shut down during June. Working hours in hat manufacture were increased and most firms reported full-time operation. In the silk goods industry slightly decreased employment was reported by 25 of the 42 firms. Earnings of silk workers were slightly lower than in May due to the change to summer schedule of hours in June.

Warmer weather increased the business and employment in ice-cream factories. Candy manufacture was lower although chocolate factories seem to be operating full time.

In the building materials group, the cement industry reported increased hours and earnings and claimed more business for June than for any month thus far this year. Brick manufacture seems exceptionally slack for this season of the year.

The gains in earnings for explosives plants are exaggerated because of lower employment in several firms during the last few days of the payroll period. The actual increases were slight.

Construction employment in June, 1927, showed a 15 per cent gain over May. This is a much higher rate of gain than was shown for the same period in 1926. The employment gain in June over May, 1926, was only 0.9 per cent. However, the total volume of employment in the construction industry in Pennsylvania for June is 24.5 per cent lower than last year. The Department's index of employment for the construction industry shows 127 for June, 1926, compared to 96 for June, 1927. The largest gain in employment, 21.1 per cent, was reported by the street and highway construction group. This gain is largely seasonal, although the prevalence of fair weather throughout the state during June helped employment in the highway group considerably. The June reports were marked by the absence of any reported increases in wage rates. The building group shows practically no change in hourly earnings. Employment in the construction industry seems fairly strong in all sections of the State. Philadelphia is showing more building activity than Pittsburgh and the volume of building in the eastern section of the State generally seems much larger than in the middle and western counties.

Drastic reductions in employment were reported by 2 large petroleum refiners,—one cut 600 men from its payroll in June and another 300. No explanation of the cause of the reductions was given in the reports.

One furniture company enlarged its factory and nearly doubled the number of its employes, accounting for the employment gain in that industry.

Decreased employment is shown in the leather products group, principally in the luggage manufacturing end. Weekly earnings were higher in all firms.

In the boot and shoe industry 14 of the 22 factories reported losses in employment. One large factory was closed for 3 weeks during a period of general wage adjustment. Closings for semi-annual inventories also affected earnings in several plants.

Twenty-three of the 46 industry groups included in the June report shared in the 1.6 per cent employment decline. The magnitude of employment variations from month to month are not always understood when stated in terms of small percentages. These reductions involve idleness for nearly 5,000 workers. It is estimated that the report covers approximately 30 per cent of the total State working population for the industries represented. If the report is a fair and representative sample, then it means that there were in this State actually 16,700 less workers employed in June than in May and their losses in weekly earnings aggregated nearly a half-million dollars.

INDUSTRIAL ACCIDENTS AND COMPENSATION COSTS.

Reports to the Bureau of Workmen's Compensation showed a total of 191 fatal accidents to workers in Pennsylvania for the month of June. This is 18 more than were reported in May and is the highest month of fatalities during the first half of 1927. The fatality total for June, 1926, was 163. A comparison of the fatal accident records for the first 6 months of 1926 and of 1927 shows that fatal accidents in 1927 gained 9.1 per cent over last year. A total of 964 fatalities were reported during the first 6 months of 1926 compared to 1,052 for the first half of 1927. This gain in fatal accidents is confined almost entirely to accidents in anthracite coal mines. Last year the six months' total of fatalities for the anthracite coal mining industry was 184 compared with 271 in 1927. The non-operation of anthracite mines during the early months of 1926 explains the higher total of fatalities in 1927.

Non-fatal accidents reported to the Bureau during June numbered 13,441, a gain of 4.4 per cent over May. The number of non-fatal accidents reported for June, however, is 11.7 per cent below the total for June, last year. Likewise, the total of non-fatal accidents for the first 6 months of 1927 is 4.1 per cent lower than for the same period in 1926. Non-fatal injuries numbering 80,933 were reported during the first half of 1927 compared to 84,382 for the first 6 months of last year. Considering that anthracite mines have operated fully 2 months longer to date in 1927 than in the first half of 1926, an increase in non-fatal accidents of at least 5 per cent might have been expected. In the light of this anticipated increase of accidents, the net reduction of 4.1 per cent shown for the first 6 months of 1927 is truly remarkable; and if the same rate of reduction continues throughout the remainder of the year, it will result in a very appreciable reduction of the annual accident total which has been gradually mounting for the past few years. With accidents in coal mines and on railroads excluded from the comparison, accidents in the general industrial group coming under the supervision of the Department of Labor and Industry show a decrease of 12 per cent for the 6 months of 1927 compared to the same period last year.

Increased numbers of fatalities were shown in many industry groups during June. The 191 deaths reported were distributed industrially as follows: construction and contracting 20; manufacturing 37, of which 21 occurred in the metal products group; 56 in anthracite coal mining; 30 in bituminous coal mining; 19 in the transportation industry, 16 of these on steam railroads; public utilities 5; quarries and non-coal mines 3; wholesale and retail trading 6; state and municipal 10; and miscellaneous 5. Only 2 groups showed a lower number of fatalities in June compared with May. The construction industry, notwithstanding its mid-summer activity, reported 6 deaths less than in May and anthracite mines reported one fatal less than in May. All other industry groups show increases in the number of fatal accidents reported with the exception of the public utilities and miscellaneous groups, the totals of which were unchanged. The manufacturing group gained 7 over April. The six months' fatality total for this group, however, is well below last year's. Fatalities in bituminous mines also show an increase of 7. Fatal accidents on railroads were 4 more than in May. Quarries reported 3 deaths in June after a clear record in May. The trading and municipal groups show gains of 2 each.

Falling objects again topped the list of causes of fatal injuries to workers. Fifty-one fatalities were attributed to this cause during June, 90 per cent of which occurred in the coal mining industry where the danger of coal and rock falling from roof, face, and rib is by far the greatest single hazard encountered in any industry. Cars and engines with a total of 28 was the second highest cause of death. Only 9 of the 28 killed by cars were employes of transportation companies. Twenty-two deaths were charged to explosives. 17 of them occurring in the coal mining industry.

Motor vehicular accidents jumped from 6 deaths in May to 18 in June.

Two groups, electricity and falls of persons, show greatest improvement over May. Deaths due to electric shock dropped from 13 in May to 7 in June and deaths from falls were reduced from 26 in May to 16 in June. Other cause groups show little change. The miscellaneous cause group shows a total of 15 deaths. This is a much higher figure than usual because a number of reports of death were received in June where the cause of death had not been determined.

The 4 deaths appearing in the boiler and pressure apparatus group were caused by the explosion of a locomotive boiler of a freight train which killed 4 of the train crew. Several other rather unusual accidents were reported during June:

Two stable employes were crushed by horses while going into the horses' stalls;

A night employe of an ice plant while placing an ice can into a tank of brine fell head-first into the can, was wedged in the can, and was not found until morning. Two other accidents of a similar nature in June indicate the need for proper protection of tank and vat openings.

Two saw operators were killed when the wood they were sawing kicked back from the saw and struck them in vital spots with force sufficient to fatally injure them;

A retail store clerk, who used a packing box instead of a step ladder to reach a high stock shelf, fell striking his spine on the counter edge and died within 6 days.

Agreements for the payment of compensation were approved in 8,026 cases during June. The compensation liability incurred by the approval of these agreements aggregated $1,419,687, distributed as follows: fatal cases $485,013; permanent disability cases $312,575; and temporary disability cases $622,099.

Compensation awards for the first 6 months of 1927 total $6,426,795, a gain of 2 per cent over the awards for the same period in 1926.

The average length of disability for temporary disability cases in June was 43 days compared with 41 days in May.

REPORT OF ACTIVITIES OF STATE EMPLOYMENT OFFICES FOR THE MONTH OF JUNE, 1927

Industries	Persons applying for positions			Persons asked for by employers			Persons sent to to positions			Persons receiving positions		
	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
GRAND TOTAL	14,314	9,277	5,037	6,515	4,511	2,004	6,834	4,724	2,110	5,653	4,089	1,564
Total: Industrial Group[1] (Skilled)	5,353	3,604	1,749	2,204	1,632	572	2,360	1,706	654	1,728	1,328	400
Building and Construction	1,044	1,044		597	597		643	643		546	546	
Shipbuilding	408	408		252	252		252	252		180	180	
Chemicals and Allied Products	9	8	1	3	3		7	7		2	2	
Clay, Glass and Stone Products	5	3	2	2	2		2	2		1	1	
Clothing	72	1	71	21	1	20	18		18	13		13
Textiles	100	52	48	36	13	23	19	13	6	15	11	4
Food and Kindred Products	61	13	48	30	6	24	38	6	32	23	6	17
Leather, Rubber and Composition Goods	35	23	12	14	3	11	17	3	14	11	2	9
Lumber, Woodwork and Furniture	22	18	4	36	35	1	17	16	1	16	15	1
Paper and Printing	26	2	24	16	2	14	23	1	22	15	1	14
Metals and Metal Products	1,006	969	37	479	472	7	493	483	10	369	364	5
Mines and Quarries	6	6										
Transportation and Public Utilities	429	356	73	95	81	14	112	89	23	77	65	12
Hotels and Restaurants	316	86	230	177	40	137	174	38	136	122	29	93
Wholesale and Retail Trade	332	94	238	91	16	75	78	17	61	56	14	42
Miscellaneous	1,482	521	961	355	109	246	467	136	331	282	92	190
Total: Other Groups	8,961	5,673	3,288	4,311	2,879	1,432	4,474	3,018	1,456	3,925	2,761	1,164
Professional and Technical	793	479	314	240	161	79	323	202	121	177	120	57
Agricultural	28	27	1	15	15		15	15		12	12	
Semi-Skilled	2,862	1,245	1,617	1,121	385	736	1,120	394	726	866	354	512
Unskilled	3,840	3,598	242	2,097	2,027	70	2,177	2,114	63	2,041	1,966	55
Casual and Day Workers[2]	1,438	324	1,114	838	291	547	839	293	546	829	289	540
May, 1927	11,955	7,991	3,964	6,637	4,551	2,086	6,746	4,788	1,958	5,654	4,124	1,530
April, 1927	11,397	7,353	4,044	6,252	4,224	2,028	6,301	4,333	1,968	5,208	3,747	1,561
March, 1927	14,108	9,484	4,624	6,594	4,368	2,226	6,740	4,494	2,246	5,606	3,848	1,758
June, 1926	12,661	9,048	3,613	7,845	5,571	2,274	8,094	5,999	2,095	6,857	5,150	1,707
June, 1925	14,792	10,724	4,068	9,240	7,279	1,961	9,515	7,689	1,826	8,173	6,663	1,510
June, 1924	12,700	8,554	4,146	6,140	4,669	1,481	6,500	5,095	1,405	5,619	4,399	1,220

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[1] New classification adopted, July 1, 1926.
[2] The placement of each casual and day worker is recorded for only one placement per week.

EMPLOYMENT AND WAGES IN PENNSYLVANIA

Group and Industry	No. of Plants Reporting	Number of wage earners week ended			Total weekly wages week ended			Average weekly earnings week ended		
		June 15 1927	May 15 1927	Per cent change	June 15 1927	May 15 1927	Per cent change	June 15 1927	May 15 1927	Per cent change
All Industries (46)	855	284,984	289,723	— 1.6	$7,372,644	$7,544,040	— 2.3	$25.87	$26.04	— 0.7
Metal manufactures:	282	145,176	148,852	— 2.5	4,006,561	4,161,983	— 3.7	27.60	27.96	— 1.3
Automobiles, bodies and parts	19	10,922	13,028	—16.2	319,198	421,749	—24.3	29.23	32.37	— 9.7
Car construction and repair	18	18,480	19,441	— 4.9	459,706	510,892	—10.0	24.88	26.28	— 5.3
Electrical machinery and apparatus	19	7,955	6,728	+18.2	195,231	156,724	+24.6	24.54	23.29	+ 5.4
Engines, machines, and machine tools	39	10,893	10,870	+ 0.2	314,670	315,795	— 0.4	28.89	29.05	— 0.6
Foundries and machine shops	54	8,843	8,939	— 1.1	252,401	256,703	— 1.7	28.54	28.72	— 0.6
Heating appliances and apparatus	15	3,898	3,889	+ 0.2	112,488	112,938	— 0.4	28.86	29.04	— 0.6
Iron and steel blast furnaces	11	11,537	12,591	— 8.4	319,427	349,547	— 8.6	27.69	27.76	— 0.3
Iron and steel forgings	10	2,847	2,741	+ 3.9	69,715	59.144	+17.9	24.49	21.58	+13.5
Steel works and rolling mills	35	38,641	39,050	— 1.0	1,071,483	1,102,966	— 2.9	27.73	28.24	— 1.8
Structural iron works	17	4,912	4,633	+ 6.0	134,202	127,997	+ 4.8	27.32	27.63	— 1.1
Miscellaneous iron and steel products	25	18,999	19,295	— 1.5	555,278	538,615	+ 3.1	29.23	27.91	+ 4.7
Shipbuilding	3	4,702	5,110	— 8.0	136,469	142,355	— 4.1	29.02	27.86	+ 4.2
Hardware	8	1,743	1,749	— 0.3	45,549	46,322	— 1.7	26.13	26.48	— 1.3
Non-ferrous metals	9	804	788	+ 2.0	20,744	20,236	+ 2.5	25.80	25.68	+ 0.5
Textile products:	172	55,480	56,998	— 2.7	1,216,368	1,264,298	— 3.8	21.92	22.18	— 1.2
Carpets and rugs	10	2,958	3,107	— 4.8	74,784	81.182	— 7.9	25.28	26.13	— 3.3
Clothing	32	5,117	4,980	+ 2.8	94,903	89,906	+ 5.6	18.55	18.05	+ 2.8
Hats, felt and other	6	4,433	4,509	— 1.7	119,429	109.741	+ 8.8	26.94	24.34	+10.7
Cotton goods	15	4,211	4,263	— 1.2	95,970	96,626	— 0.7	22.79	22.67	+ 0.5
Silk goods	42	16,422	17,405	— 5.6	300,772	324,300	— 7.3	18.32	18.63	— 1.7
Woolens and worsteds	14	5,820	5,835	— 0.3	121,980	122,991	— 0.8	20.96	21.08	— 0.6
Knit goods and hosiery	43	14,583	14,923	— 2.3	361,183	390,099	— 7.4	24.77	26.14	— 5.2
Dyeing and finishing textiles	10	1,936	1,976	— 2.0	47,347	49,453	— 4.3	24.46	25.03	— 2.3

EMPLOYMENT AND WAGES IN PENNSYLVANIA—(Continued)

Group and Industry	No. of Plants Reporting	Total weekly man-hours week ended June 15 1927	Total weekly man-hours week ended May 15 1927	Total weekly man-hours Per cent change	Average hourly wages week ended June 15 1927	Average hourly wages week ended May 15 1927	Average hourly wages Per cent change
All Industries (46)	465	7,208,495	7,436,044	— 3.1	$ 577	$.580	— 0.5
Metal manufactures:	203	4,820,798	4,987,562	— 3.3	.604	.606	— 0.3
Automobiles, bodies and parts	15	456,582	614,523	—25.7	.625	.628	— 0.5
Car construction and repair	12	310,931	306,476	+ 1.5	.502	.609	— 2.8
Electrical machinery and apparatus	14	211,294	179,927	+17.4	.523	.511	+ 2.3
Engines, machines, and machine tools	21	462,575	466,706	— 0.9	.592	.591	+ 0.2
Foundries and machine shops	43	367,790	374,562	— 1.8	.612	.607	+ 0.8
Heating appliances and apparatus	[illegible]	81,379	81,459	— 0.1	.591	.588	+ 0.5
Iron and steel blast furnaces	9	413,578	413,347	+ 0.1	.594	.596	— 0 3
Iron and steel forgings	6	63,275	45,067	+40.4	.674	.610	+10 5
Steel works and rolling mills	23	1,536,192	1,589,197	— 3.3	.609	.611	— 0 3
Structural iron works	11	91,710	88,003	+ 4.2	.578	.578	0
Miscellaneous iron and steel products	17	510,836	511,355	+ 1.9	.615	.625	— 1.6
Shipbuilding	3	211,704	222,967	— 5.1	.645	.638	+ 1.1
Hardware	6	55,749	57,919	— 3.7	.546	.538	+ 1 5
Non-ferrous metals	7	37,203	36,054	+ 3.2	.529	.529	0
Textile products:	72	851,537	919,205	— 7.4	.489	.501	— 2.4
Carpets and rugs	6	98,590	104,275	— 5.5	.505	.513	— 1.6
Clothing	8	21,758	22,687	— 4.1	.302	.311	— 2.9
Hats, felt and other							
Cotton goods	11	57,802	57,581	+ 0.4	.466	.468	— 0.4
Silk goods	22	353,157	397,831	—11.2	.410	.399	+ 2.8
Woolens and worsteds	8	95,800	102,562	— 6.6	.461	.466	— 1.1
Knit goods and hosiery	12	195,343	205,804	— 5.1	.667	.737	— 9.5
Dyeing and finishing textiles	5	29,087	28,465	+ 2.2	.476	.511	— 6.8

EMPLOYMENT AND WAGES IN PENNSYLVANIA—(Concluded)

Group and Industry	No. of Plants Reporting	Number of wage earners week ended			Total weekly wages week ended			Average weekly earnings week ended		
		June 15 1927	May 15 1927	Per cent change	June 15 1927	May 15 1927	Per cent change	June 15 1927	May 15 1927	Per cent change
Foods and tobacco:	107	23,757	23,095	+ 2.9	$504,103	$483,076	+ 4.4	$21.22	$20.92	+ 1.4
Bakeries	31	4,701	4,603	+ 2.1	140,678	137,735	+ 2.1	29.93	29.92	+ 0.0
Confectionery and ice cream	23	5,405	5,283	+ 2.3	129,681	121,117	+ 7.1	23.99	22.93	+ 4.6
Slaughtering and meat packing	14	2,093	2,027	+ 3.3	61,413	61,112	+ 0.5	29.34	30.15	— 2.7
Cigars and tobacco	29	11,558	11,182	+ 3.4	172,331	163,112	+ 5.7	14.91	14.59	+ 2.2
Building materials:	68	20,681	20,820	— 0.7	585,766	583,786	+ 0.3	28.32	28.04	+ 1.0
Brick, tile, and terra cotta products	27	4,441	4,409	+ 0.7	113,272	111,079	+ 2.0	25.51	25.19	+ 1.3
Cement	14	7,566	7,512	+ 0.7	251,550	238,368	+ 5.5	33.25	31.73	+ 4.8
Glass	24	7,786	8,064	— 3.4	198,850	213,198	— 6.7	25.54	26.44	— 3.4
Pottery	3	888	835	+ 6.3	22,094	21,141	+ 4.5	24.88	25.32	— 1.7
Construction and contracting:	36	5,938	5,162	+15.0	167,637	141,000	+18.9	28.23	27.31	+ 3.4
Buildings	19	1,570	1,472	+ 6.7	50,567	47,568	+ 6.3	32.21	32.32	— 0.3
Street and highway	4	1,974	1,630	+21.1	51,403	42,799	+20.1	26.04	26.26	— 0.8
General	13	2,394	2,060	+16.2	65,667	50,633	+26.7	27.43	24.58	—11.6
Chemicals and allied products:	39	8,588	9,514	— 9.7	255,020	271,771	— 6.2	29.70	28.57	+ 4.0
Chemicals and drugs	22	1,290	1,294	— 0.3	34,963	35,150	— 0.5	27.10	27.16	— 0.2
Explosives	3	565	579	— 2.4	15,356	14,413	+ 6.5	27.18	24.89	+ 0.2
Paints and varnishes	9	1,116	1,153	— 3.2	30,772	29,733	+ 3.5	27.57	25.79	+ 6.9
Petroleum refining	5	5,617	6,488	—13.4	173,938	192,475	— 9.6	30.97	29.67	+ 4.4
Miscellaneous industries:	151	25,364	25,282	+ 0.3	637,180	638,126	— 0.1	25.12	25.24	— 0.5
Lumber and planing mill products	25	3,254	3,151	+ 3.3	65,364	62,548	+ 4.5	20.09	19.85	+ 1.2
Furniture	21	2,182	2,010	+ 8.6	50,272	46,230	+ 8.7	23.04	23.00	+ 0.2
Leather tanning	17	5,464	5,451	+ 0.2	143,856	142,971	+ 0.6	26.33	26.23	+ 0.4
Leather products	7	473	518	— 8.7	10,132	10,622	— 4.6	21.42	20.51	+ 4.4
Boots and shoes	22	3,500	3,807	— 6.5	62,730	69,812	—10.1	17.62	18.34	— 3.9
Paper and pulp products	18	4,319	4,319	0	114,263	116,124	— 1.6	26.46	26.89	— 1.6
Printing and publishing	35	3,755	3,667	+ 2.4	130,521	129,806	+ 0.6	34.76	35.40	— 1.8
Rubber tires and goods	3	901	904	— 0.3	27,488	27,680	— 0.7	30.51	30.62	— 0.4
Novelties and jewelry	3	1,456	1,455	+ 0.1	32,554	32,333	+ 0.7	22.36	22.22	+ 0.6

EMPLOYMENT AND WAGES IN PENNSYLVANIA—(Concluded)

Group and Industry	No. of Plants Reporting	Total weekly man-hours week ended			Average hourly wages week ended		
		June 15 1927	May 15 1927	Per cent change	June 15 1927	May 15 1927	Per cent change
Foods and tobacco:	46	327,247	302,057	+ 8.3	$.492	$.503	— 2.2
Bakeries	18	86,630	83,760	+ 3.4	.515	.522	— 1.3
Confectionery and ice cream	12	163,459	139,964	+16.8	.464	.482	— 3.7
Slaughtering and meat packing	9	64,105	66,016	— 2.9	.550	.535	+ 2.8
Cigars and tobacco	7	13,053	12,317	+ 6.0	.417	.426	— 2.1
Building materials:	35	569,744	579,131	— 1.6	.568	.565	+ 0.5
Brick, tile, and terra cotta products	15	125,406	127,425	— 1.6	.558	.548	+ 1.8
Cement	7	247,678	236,197	+ 4.9	.536	.531	+ 0.9
Glass	13	196,660	215,509	— 8.7	.614	.611	+ 0.5
Pottery							
Construction and contracting:	31	243,951	216,135	+12.9	.622	.591	+ 5.2
Buildings	17	58,631	55,587	+ 5.5	.802	.798	+ 0.5
Street and highway	4	89,964	78,803	+14.2	.571	.543	+ 5.3
General	10	95,356	81,745	+16.7	.559	.497	+12.7
Chemicals and allied products:	17	95,768	91,915	+ 4.2	.521	.524	— 0.6
Chemicals and drugs	11	46,258	44,469	+ 4.0	.497	.503	— 1.2
Explosives							
Paints and varnishes	6	49,510	47,446	+ 4.4	.543	.543	0
Petroleum refining							
Miscellaneous industries:	92	543,401	556,174	— 2.3	.547	.537	+ 1.9
Lumber and planing mill products	18	53,976	51,686	+ 4.4	.514	.501	+ 2.6
Furniture	16	74,895	67,565	+10.8	.519	.504	+ 3.0
Leather tanning	9	103,181	103,095	+ 0.1	.541	.545	— 0.7
Leather products	4	5,195	5,197	— 0.0	.500	.490	+ 2.0
Boots and shoes	9	53,230	71,287	—25.3	.387	.388	— 0.3
Paper and pulp products	11	144,754	148,702	— 2.7	.533	.523	+ 1.9
Printing and publishing	22	63,099	62,222	+ 1.4	.741	.754	— 1.7
Rubber tires and goods	3	45,071	46,420	— 2.9	.610	.596	+ 2.3
Novelties and jewelry							

ACCIDENTS OCCURRING DURING COURSE OF EMPLOYMENT REPORTED TO THE BUREAU OF WORKMEN'S COMPENSATION

ACCIDENT REPORTS RECEIVED

1927	Fatal	Permanent Disability	Temporary Disability	Total
January	170	144	14,353	14,667
February	184	154	12,947	13,285
March	165	150	14,182	14,497
April	169	145	12,548	12,862
May	173	139	12,730	13,042
June	191	124	13,317	13,632
1926				
January	150	138	12,677	12,965
February	149	123	11,835	12,107
March	185	202	15,404	15,791
April	145	143	14,106	14,394
May	172	165	14,356	14,693
June	163	142	15,091	15,396
Total—1926	2,135	1,904	176,380	180,419
*Grand Total	27,873	9,014	1,924,285	1,961,172

AGREEMENTS APPROVED

1927	Fatal	Permanent Disability	Temporary Disability	Total
January	158	248	4,760	5,166
February	174	363	3,994	4,531
March	174	321	4,949	5,444
April	131	231	6,829	7,191
May	128	262	7,839	8,229
June	186	309	7,531	8,026
1926				
January	150	288	5,848	6,286
February	105	258	4,479	4,842
March	161	332	5,862	6,355
April	134	339	6,295	6,768
May	147	264	5,826	6,237
June	143	321	6,077	6,541
Total—1926	1,830	3,563	69,942	75,335
*Grand Total	21,292	19,533	708,108	748,933

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*Since the inception of the Act—January 1, 1916.

Compiled from Records in the Bureau of Workmen's Compensation

COMPENSATION AWARDED AND PAID

	Awarded					Paid			
1927	Total Compensation Awarded	Fatal Compensation Awarded	Permanent Disability Compensation Awarded	Temporary Disability Compensation Awarded	1927	Total Compensation Paid	Fatal Compensation Paid	Permanent Disability Compensation Paid	Temporary Disability Compensation Paid
January	$ 995,196	$ 528,084	$ 210,190	$ 256,922	January	$ 867,141	$ 331,075	$ 279,144	$ 256,922
February	1,097,268	504,421	374,696	218,151	February	746,916	279,197	249,568	218,151
March	977,895	510,805	246,880	220,210	March	855,673	359,705	275,758	220,210
April	848,617	393,650	206,586	248,381	April	785,120	290,396	246,343	248,381
May	1,087,132	380,418	268,041	438,673	May	916,262	211,002	266,587	438,673
June	1,419,687	485,013	312,575	622,099	June	1,525,792	331,392	572,301	622,099
1926					1926				
January	$1,043,269	$ 362,749	$ 288,235	$ 392,285	January	$ 962,679	$ 275,824	$ 294,570	$ 392,285
February	860,267	320,937	223,523	315,807	February	768,985	262,555	190,623	315,807
March	1,227,873	491,084	357,591	379,198	March	1,115,853	398,655	338,000	379,198
April	1,097,350	359,512	319,392	418,446	April	1,015,851	299,268	298,137	418,446
May	1,032,140	406,243	278,324	347,573	May	863,508	249,517	266,418	347,573
June	1,059,713	368,385	304,730	386,598	June	1,025,039	383,923	254,518	386,598
Total—1926	$12,979,641	$ 5,278,927	$ 3,384,399	$ 4,316,315	Total—1926	$11,037,688	$ 3,529,120	$ 3,192,253	$ 4,316,315
*Grand Total	$118,247,690	$58,352,016	$23,758,787	$36,136,887	*Grand Total	$79,374,962	$24,430,209	$18,807,866	$36,136,887

*Since the inception of the Act—January 1, 1916.

** PERMANENT INJURIES

	Loss of Legs		Loss of Arms		Loss of Hands		Loss of Feet		Loss of Eyes	
1927	No.	Amt. Awarded	No.	Amt. Awarded	No.	Amt. Awarded	No.	Amt. Awarded	No.	Amt. Award d
January	10	$ 25,714	8	$ 20 610	13	$ 26,759	8	$ 14,708	34	$ 49,9 3
February	19	46,639	9	23,2.0	28	54,922	18	31,609	77	116,274
March	11	28,164	8	19,545	15	28,105	10	16,724	46	70,674
April	4	12,660	4	10,143	15	30,905	10	16,763	32	46,858
May	9	23,060	7	17,291	15	29,728	10	18,624	50	77,095
June	8	20,097	3	7,714	19	38,246	22	39,747	47	72,249
1926										
January	11	$ 28,475	3	$ 7,740	19	$ 37,807	15	$ 28,355	53	$ 79,570
February	11	26,688	7	18,060	13	26,166	11	19,538	26	41,0 0
March	14	36,706	11	28 844	27	50,497	24	43,786	51	78,677
April	9	23,170	6	15,480	20	38,614	21	39,064	51	76,027
May	11	26,789	10	25,723	19	39,555	19	32,650	44	68,685
June	14	34,860	10	21 970	18	35,361	17	29,862	53	78,284
Total—1926	124	$311,378	83	$ 207,090	229	$458,088	192	$344,481	575	$870,732
*Grand Total	1,169	$2,349,722	808	$1,771,190	2,573	$4,611,485	1,494	$2,430,414	6,301	$8,613,579

*Since the inception of the Act—January 1, 1916.

**Multiple losses separated respectively.

Note: The above table presents changes in a number of items from similar tables previously published. The changes have been made as information received subsequent to the publication of former tables made such corrections necessary.

** PERMANENT INJURIES—(Continued)

	Loss of Fingers		Loss of Phalanges		Miscellaneous		Total	
1927	No.	Amt. Awarded	No.	Amt. Awarded	No.	Amt. Awarded	Amt. Awarded	Amt. Paid
January	99	$ 33,993	99	$ 19,164	15	$ 19,289	$210,190	$279,144
February	154	54,073	97	18,274	13	29,685	374,696	249,568
March	142	39,919	130	23,366	10	20,383	246,880	275,758
April	113	38,669	88	14,417	13	36,171	206,586	246,343
May	95	31,589	95	18,822	17	51,832	268,041	266,587
June	143	44,786	98	19,408	25	70,328	312,575	572,301
1926								
January	140	$ 48,520	92	$ 18,143	19	$ 29,625	$288,235	$294,670
February	141	48,947	106	18,402	12	24,722	223,523	190,623
March	150	52,856	96	18,804	21	47,421	357,591	338,000
April	146	51,185	120	22,297	21	53,555	319,392	298,137
May	109	38,187	80	15,895	11	30,840	278,324	266,418
June	146	50,354	111	19,284	16	31,815	304,730	254,518
Total—1926	1,553	$537,332	1,286	$241,319	188	$413,979	$3,384,399	$3,192,253
*Grand Total	4,890	$1,656,049	4,079	$761,801	549	$1,534,547	$23,758,787	$18,807,866

ACCIDENTS OCCURRING DURING COURSE OF EMPLOYMENT REPORTED TO THE BUREAU OF WORKMEN'S COMPENSATION DURING JUNE, 1927.

Cause	Total of All Industries		CONSTRUCTION AND CONTRACTING						COAL MINING				Mining other than coal mining and quarrying		MANUFACTURING																	
			Building Construction		Other Construction		Contracting		Anthracite Coal Mining		Bituminous Coal Mining				Total of Manufacturing Industries		Chemicals and Allied Products		Clay, Glass and Stone Products		Clothing		Food and Kindred Products		Leather, Rubber and Composition Goods		Lumber, Wood and their Products		Paper and Paper Products and Printing and Publishing		Textiles	
	F*	N F	F	N F	F	N F	F	N F	F	N F	F	N F	F	N F	F	N F	F	N F	F	N F	F	N F	F	N F	F	N F	F	N F	F	N F	F	N F
Total of all causes	191	13,441	5	1,043	8	398	7	345	56	2,495	30	1,658	3	213	37	4,728	4	201	1	427	--	162	4	449	--	148	3	300	2	198	1	217
Working Machinery	4	1,008	--	25	--	19	--	12	--	36	--	65	--	6	4	768	--	6	1	28	--	77	--	38	--	31	2	74	--	61	--	78
Boilers and Pressure Apparatus	4	16	--	-----	--	-----	--	-----	--	6	--	1	--	-----	--	6	--	-----	--	1	--	-----	--	1	--	-----	--	-----	--	-----	--	-----
Pumps and Prime Movers	---	32	--	6	--	3	--	2	--	4	--	4	--	1	--	7	--	1	--	2	--	-----	--	1	--	-----	--	-----	--	-----	--	-----
Transmission Apparatus	1	43	--	1	--	-----	--	2	--	13	1	6	--	1	--	17	--	-----	--	5	--	1	--	1	--	-----	--	-----	--	2	--	-----
Elevators and Hoists	4	65	--	8	--	1	--	-----	--	4	--	5	1	-----	3	27	--	2	--	-----	--	3	--	7	--	-----	--	-----	1	2	--	3
Cranes and Derricks	6	230	1	15	--	21	2	24	--	9	--	6	--	6	3	122	--	3	--	6	--	-----	--	6	--	2	--	-----	--	-----	--	-----
Cars and Engines	28	1,185	--	4	--	10	1	3	6	393	3	402	2	41	7	111	--	5	--	32	--	1	--	-----	--	1	--	1	--	2	--	-----
Motor Vehicles	18	608	--	53	1	19	1	24	--	6	--	1	--	4	4	189	--	14	--	4	--	1	1	41	--	2	--	10	--	10	--	3
Other Vehicles	---	124	--	2	--	2	--	7	--	8	--	4	--	-----	--	36	--	3	--	3	--	-----	--	19	--	-----	--	6	--	1	--	-----
Handtrucks	2	193	--	14	--	2	--	3	--	3	--	1	--	3	--	122	--	3	--	27	--	1	--	20	--	3	--	4	--	7	--	3
Water and Air Craft	2	6	--	-----	--	1	--	4	--	-----	--	1	--	-----	--	-----	--	-----	--	-----	--	-----	--	-----	--	-----	--	-----	--	-----	--	-----
Handling Objects—By Hand	9	2,889	--	235	1	101	--	85	2	468	1	195	--	42	3	1,200	--	54	--	141	--	15	--	117	--	41	--	71	1	42	--	34
Hand Tools	---	1,297	--	91	--	33	--	27	--	274	--	211	--	30	--	409	--	18	--	23	--	18	--	37	--	13	--	42	--	12	--	12
Electricity	7	88	--	1	--	2	--	1	1	15	--	23	--	-----	1	22	--	1	--	-----	--	-----	--	-----	--	-----	--	-----	--	1	--	-----
Explosive Substances	22	180	--	9	1	2	1	8	14	102	3	23	--	1	3	19	3	4	--	2	--	1	--	2	--	1	--	-----	--	-----	--	1
Hot and Corrosive Substances	---	406	--	41	--	14	--	8	--	11	--	15	--	1	--	246	--	11	--	16	--	-----	--	17	--	6	--	4	--	7	--	12
Falling Objects	51	1,806	1	98	2	38	1	49	24	624	22	495	--	45	1	362	--	15	--	39	--	6	--	17	--	6	1	27	--	8	--	6
Falls of Persons	16	1,612	3	231	2	60	--	40	1	193	--	79	--	16	5	532	1	34	--	44	--	25	1	66	--	19	--	31	--	26	1	36
Stepping upon or Striking Against Objects	2	1,029	--	172	--	44	--	36	--	215	--	58	--	8	1	316	--	10	--	34	--	10	--	32	--	14	--	24	--	14	--	20
Miscellaneous	15	624	--	39	1	16	1	10	8	111	--	65	--	8	2	217	--	17	--	20	--	3	2	27	--	9	--	6	--	3	--	9

*F—Fatal. N F—Non-Fatal.

ACCIDENTS OCCURRING DURING COURSE OF EMPLOYMENT REPORTED TO THE BUREAU OF WORKMEN'S COMPENSATION DURING JUNE, 1927—(Concluded)

Cause	MANUFACTURING—Concluded																TRANSPORTATION AND PUBLIC UTILITIES						OTHER INDUSTRIES									
	METALS AND METAL PRODUCTS																								TRADING							
	Total		Blast Furnaces and Steel Works		Rolling Mills		Foundries and Machine Shops		Fabrication		Car Repair Shops		Automobile Service Stations		Other		Steam Railroads		Other Transportation		Public Utilities		Hotels and Restaurants		Retail		Wholesale		State and Municipal		Miscellaneous	
*	F	N F	F	N F	F	N F	F	N F	F	N F	F	N F	F	N F	F	N F	F	N F	F	N F	F	N F	F	N F	F	N F	F	N F	F	N F	F	N F
Total of all Causes	21	2,539	5	113	3	470	1	500	7	923	4	338	1	195	1	87	16	630	3	189	5	243	1	132	5	506	1	116	10	262	4	483
Working Machinery	1	344	--	-----	--	52	--	87	1	169	--	26	--	10	--	31	--	[illegible]	--	1	--	5	--	8	--	19	--	3	--	3	--	35
Boilers and Pressure Apparatus	--	4	--	-----	--	1	--	1	--	1	--	1	--	-----	--	-----	4	2	--	-----	--	-----	--	-----	--	1	--	-----	--	-----	--	-----
Pumps and Prime Movers	--	3	--	-----	--	2	--	-----	--	1	--	-----	--	-----	--	-----	--	-----	--	-----	--	1	--	-----	--	1	--	-----	--	1	--	2
Transmission Apparatus	--	8	--	2	--	2	--	1	--	1	--	-----	--	2	--	-----	--	-----	--	-----	--	-----	--	-----	--	2	--	-----	--	-----	--	1
Elevators and Hoists	1	7	--	-----	1	1	--	2	--	3	--	-----	--	1	1	3	--	1	--	1	--	2	--	1	--	10	--	6	--	-----	--	1
Cranes and Derricks	3	105	2	9	--	31	--	23	1	36	--	3	--	3	--	-----	--	8	--	1	--	8	--	-----	--	5	--	-----	--	2	--	3
Cars and Engines	7	68	2	3	--	7	1	5	--	7	4	46	--	-----	--	1	9	190	--	13	--	1	--	-----	--	5	--	2	-	5	--	5
Motor Vehicles	3	102	--	-----	--	3	--	2	2	22	--	1	1	74	--	2	--	7	1	47	--	12	--	1	3	78	1	17	5	65	2	75
Other Vehicles	--	2	--	1	--	1	--	-----	--	-----	--	-----	--	-----	--	2	--	-----	--	-----	--	7	--	1	--	14	--	-----	--	19	--	24
Hand Trucks	--	54	--	2	--	12	--	13	--	19	--	7	--	1	--	-----	--	24	--	5	--	2	--	-----	--	6	--	3	1	2	1	3
Water and Air Craft	--	-----	--	-----	--	-----	--	-----	--	-----	--	-----	--	-----	--	-----	1	-----	1	-----	--	-----	--	-----	--	-----	--	-----	--	-----	--	-----
Handling Objects—By Hand	2	667	--	21	1	125	--	149	1	253	--	91	--	28	--	18	--	139	1	44	--	49	--	39	1	117	--	41	--	30	--	107
Hand Tools	--	232	--	9	--	32	--	34	--	75	--	48	--	34	--	2	--	57	--	10	--	28	--	15	--	52	--	4	--	28	--	28
Electricity	1	19	--	-----	--	5	--	4	1	5	--	5	--	-----	--	1	1	1	--	4	4	14	--	-----	--	2	--	1	--	-----	--	2
Explosive Substances	--	8	--	1	--	-----	--	-----	--	3	--	2	--	2	--	-----	--	1	--	2	--	6	--	-----	--	1	--	-----	--	4	--	2
Hot and Corrosive Substances	--	169	--	23	--	35	--	60	--	35	--	9	--	7	--	4	--	4	--	2	--	9	--	19	--	10	--	-----	--	9	--	17
Falling Objects	--	235	-	15	--	63	--	44	--	83	--	25	--	5	--	3	--	20	--	12	--	13	--	2	--	12	--	5	--	9	--	22
Falls of Persons	2	237	--	17	1	47	--	25	1	80	--	47	--	12	--	14	--	100	--	20	1	60	--	36	1	106	--	21	2	35	1	83
Stepping upon or Striking Against Objects	1	154	1	6	--	28	--	27	--	71	--	15	--	7	--	4	--	30	--	11	--	17	--	7	--	49	--	10	1	24	--	32
Miscellaneous	--	121	--	4	--	23	--	23	--	50	--	12	--	9	--	2	1	43	--	16	--	10	1	3	--	16	--	3	1	26	--	41

*F.—Fatal. N. F.—Non-Fatal.

FIVE-YEAR COMPARATIVE STATEMENT OF ACCIDENTS REPORTED

Month	1923			1924			1925			1926			1927		
	Fatal	Non-Fatal	Total	Fatal	Non-Fatal	Total	Fatal	Non-Fatal	Total	Fatal	Non-Fatal	Total	Fatal	Non-Fatal	Total
January	223	16,710	16,933	233	15,280	15,513	200	15,339	15,539	150	12,815	12,965	170	14,497	14,667
February	221	15,276	15,497	181	14,812	14,993	171	14,208	14,379	149	11,958	12,107	184	13,101	13,285
	444	*31,986*	*32,430*	*414*	*30,092*	*30,506*	*371*	*29,547*	*29,918*	*299*	*24,773*	*25,072*	*354*	*27,598*	*27,952*
March	222	15,653	15,875	212	15,989	16,201	158	15,517	15,675	185	15,606	15,791	165	14,332	14,497
	666	*47,639*	*48,805*	*626*	*46,081*	*46,707*	*529*	*45,064*	*45,593*	*484*	*40,379*	*40,863*	*519*	*41,930*	*42,449*
April	196	16,689	16,885	151	13,931	14,082	180	14,251	14,431	145	14,249	14,394	169	12,693	12,862
	862	*64,328*	*65,190*	*777*	*60,012*	*60,789*	*709*	*59,315*	*60,024*	*629*	*54,628*	*55,257*	*688*	*54,623*	*55,311*
May	226	17,384	17,610	157	13,940	14,097	170	14,523	14,693	172	14,521	14,693	173	12,869	13,042
	1,088	*81,712*	*82,800*	*934*	*73,952*	*74,886*	*879*	*73,888*	*74,717*	*801*	*69,149*	*69,950*	*861*	*67,492*	*68,353*
June	188	17,433	17,621	175	14,324	14,499	194	15,656	15,850	163	15,233	15,396	191	13,441	13,632
	1,276	*99,145*	*100,421*	*1,109*	*88,276*	*89,385*	*1,073*	*89,494*	*90,567*	*964*	*84,382*	*85,346*	*1,052*	*80,933*	*81,985*
July	221	17,749	17,970	185	14,917	15,102	178	16,440	16,618	193	15,586	15,779			
	1,497	*116,894*	*118,391*	*1,294*	*103,193*	*104,487*	*1,251*	*105,934*	*107,185*	*1,157*	*99,968*	*101,125*			
August	216	18,452	18,668	187	14,661	14,848	188	15,141	15,329	183	16,513	16,696			
	1,713	*135,346*	*137,059*	*1,481*	*117,854*	*119,335*	*1,439*	*121,075*	*122,514*	*1,340*	*116,481*	*117,821*			
September	173	15,504	15,677	167	14,230	14,387	141	14,428	14,569	233	15,866	16,099			
	1,886	*150,850*	*152,736*	*1,648*	*132,084*	*133,732*	*1,580*	*135,503*	*137,083*	*1,573*	*132,347*	*133,920*			
October	207	17,380	17,587	180	15,839	16,019	155	13,982	14,137	170	16,389	16,559			
	2,093	*168,230*	*170,323*	*1,828*	*147,923*	*149,751*	*1,735*	*149,485*	*151,220*	*1,743*	*148,736*	*150,479*			
November	163	15,532	15,695	194	13,389	13,583	133	12,273	12,406	186	14,849	15,035			
	2,256	*183,762*	*186,018*	*2,022*	*161,312*	*163,334*	*1,868*	*161,758*	*163,626*	*1,929*	*163,585*	*165,514*			
December	156	14,261	14,417	187	14,018	14,205	141	12,612	12,753	206	14,699	14,905			
Totals	*2,412*	*198,023*	*200,435*	*2,209*	*175,330*	*177,539*	*2,009*	*174,370*	*176,379*	*2,135*	*178,284*	*180,419*			

NOTE:—The figures in italics represent the cumulative totals by month under each classification.

Commonwealth of Pennsylvania

DEPARTMENT OF LABOR AND INDUSTRY

DIRECTORY OF OFFICES

MAIN OFFICES

Harrisburg: ....Office of the Secretary,
Industrial Board,
Workmen's Compensation Board,
Bureau of Employment
Bureau of Industrial Relations,
Bureau of Industrial Standards,
Bureau of Inspection,
Bureau of Rehabilitation,
Bureau of Statistics,
Bureau of Workmen's Compensation,
Bureau of Women and Children,
State Workmen's Insurance Fund,

BRANCH OFFICES

Allentown: ....Lehigh Valley State Employment Office,
529 Hamilton Street.
State Workmen's Insurance Fund,
304 Colonial Building.

Altoona: ....Cooperative State Employment Office,
Post Office Building.
Bureau of Inspection,
Bureau of Rehabilitation,
Workmen's Compensation Referee,
Commerce Building.
State Workmen's Insurance Fund,
Central Trust Building.

Dubois: ....Bureau of Rehabilitation,
311 Deposit National Bank Building.

Erie: ....State Employment Office,
1026 French Street.

Franklin: ....State Workmen's Insurance Fund,
412 Franklin Trust Building.

Greensburg: ....State Workmen's Insurance Fund,
309 Coulter Building.
Workmen's Compensation Referee,
608 First National Bank Building.

Harrisburg: ....State Employment Office,
Second and Chestnut Streets.

Johnstown: ....State Employment Office,
219 Market Street.
State Workmen's Insurance Fund,
910 U. S. National Bank Building.

Kane: ....Workmen's Compensation Referee,
Kane Trust and Savings Building.

Lancaster: ....Cooperative State Employment Office,
Y. M. C. A. Building.
Bureau of Inspection,
Workmen's Compensation Referee,
Woolworth Building.

McKeesport: ....Cooperative State Employment Office,
Y. M. C. A. Building.

Meadville ....Bureau of Inspection,
Masonic Building.

New Castle: ....Cooperative State Employment Office,
Y. M. C. A., West Washington Street.

Oil City: ....Cooperative State Employment Office,
Y. M. C. A. Building.

Philadelphia: ....State Employment Office, (Main Office)
Bureau of Rehabilitation,
1519 Arch Street.
Bureau of Inspection,
Bureau of Workmen's Compensation,
Workmen's Compensation Referee,
Workmen's Compensation Board,
Manhatten Building, Fourth and Walnut Streets.
State Employment Office for Women,
Bureau of Women and Children,
1924-26 Chestnut Street.
State Workmen's Insurance Fund,
1004 Commercial Trust Building.

Pittsburgh: ....Bureau of Inspection,
Bureau of Rehabilitation,
Bureau of Workmen's Compensation,
Workmen's Compensation Referee,
Fulton Building.
State Employment Office,
622 Grant Street.
State Workmen's Insurance Fund,
401 Park Building.

Pottsville ....Bureau of Rehabilitation
Workmen's Compensation Referee,
1 Ulmer Building.
State Workmen's Insurance Fund,
Baird Building.

Reading: ....State Employment Office,
108 North Fifth Street.

Scranton: ....State Employment Office,
116 Adams Avenue.
Bureau of Inspection,
Workmen's Compensation Referee,
State Workmen's Insurance Fund,
Union National Bank Building.

Sunbury: ....State Workmen's Insurance Fund,
Sunbury Trust and Safe Deposit Building.

Wilkes-Barre: ....Bureau of Rehabilitation,
Workmen's Compensation Referee,
Coal Exchange Building.

Williamsport: ....Bureau of Inspection,
707 First National Bank Building.
Workmen's Compensation Referee,
311 First National Bank Building.
Cooperative State Employment Office,
Y. M. C. A. Building.
343 West Fourth Street.

York: ....Bureau of Workmen's Compensation,
Central National Bank Building.

Note—State Employment offices are conducted in cooperation with the United States Employment Service.

LABOR AND INDUSTRY

Published monthly by
DEPARTMENT OF LABOR AND INDUSTRY
COMMONWEALTH OF PENNSYLVANIA
CHARLES A. WATERS, *Secretary.*

VOL. XIV SEPTEMBER, 1927 No. 9

Contents

Page

Bureau of Employment 3
WALTER J. LLOYD, Director, Bureau of Employment

Compulsory Emergency Lighting 4
J. P. LILLEY, Assistant Chief, Building Section

Machinery Manufacturers Anxious to Make Machines Safe .. 9
JOHN S. SPICER, Chief, Accident Investigation Section

A New Service to Editors of Employes' Magazines 12
ELIZABETH B. BRICKER, M.D., Chief, Hygiene and Sanitation Section

Review of Industrial Statistics 13
WILLIAM J. MAGUIRE, Director, Bureau of Statistics

Five-Year Comparative Statement of Accidents Reported 30

Directory of Offices 31

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BUREAU OF EMPLOYMENT

By Walter J. Lloyd

Director, Bureau of Employment,
Department of Labor and Industry

Upon assuming my duties as Director of the Bureau of Employment of the Department of Labor and Industry of the Commonwealth of Pennsylvania, June 17, 1927, I found that Section 6 of Act 373, P. L. 834, imposed upon me the following powers and duties:

To bring into communication employers seeking employes and persons seeking employment; to prescribe rules and regulations for the administration and operation of all public and private employment offices; to investigate the circulation of information and statements regarding employment and labor conditions for the purpose of preventing fraud and improper practices; to ascertain the extent and causes of unemployment and the remedies therefor; and to cooperate with any person or authority whatsoever in carrying out the full intent and purposes of this Act.

I was associated with the Bureau of Employment but a few days when I found, to my surprise, that some business men and other citizens throughout the State thought that the Bureau of Employment existed for the sole purpose of securing employment for persons seeking positions in the State employ. Nothing was farther from the thought of the creators of this statute. I found that some employers were unacquainted with the real service the Bureau of Employment could render, thinking it merely a clearing house for common labor.

I would refer such employers to the statistical report issued monthly by the Bureau of Employment and to the classified summary report for the first six months of 1927. They give some idea of the types of positions filled by the Bureau and the number of requests from employers for high class employes. They show what the Bureau is doing to secure competent and efficient workers with no expense to either employer or employe.

From January 1, 1927 to June 30, 1927, 2426 persons applied for professional or technical positions, of these, 630 men were placed in positions. In the same period 829 employers made application for male employes with professional or technical qualifications. In the Women's Section, 1506 persons applied for professional or technical positions and 271 received positions. Employers to the number of 391 made requests and 271 were served.

Let me list a few of the higher types of positions which the Bureau of Employment has been able to fill in a three-month period with competent and efficient persons: confidential secretaries, confidential advisers, personnel officers, and safety engineers.

I wish it were possible for all those who are acquainted with the work of the Bureau of Employment to aid it by conveying this knowledge to all employers of the State because it is only by constant effort to acquaint those in charge of the employment and personnel departments of the larger employers throughout the State that it can succeed in securing from them the cooperation that it would like to have. There never was a time in the history of Pennsylvania when the need of an efficient clearing house for employers was as necessary as it is today. Men today must secure employment and hold it solely upon a basis of efficiency and competency.

It seems to me that no greater service can be rendered by the Commonwealth of Pennsylvania than that of aiding employer and employe: the employer to secure the type of help that he desires; and the employe to make contact with the employer through the Bureau of Employment.

The efforts of the Bureau of Employment for the balance of this year will be directed mainly toward establishing a closer contact with the employer in the hope that the future may develop a greater need for the Bureau of Employment and its service for the people of Pennsylvania.

COMPULSORY EMERGENCY LIGHTING

By J. P. Lilley

Assistant Chief, Building Section,
Department of Labor and Industry

Have you ever been in a motion picture theatre at night when every light went out and the place was in utter darkness? Have you wondered what might happen if such a condition were prolonged, or if any person became excited in that darkness? Electric lights go out from many causes. The contributing causes are accidents in the power house, storms affecting overhead lines, transformer burnouts, blown-out fuses, short circuits, etc.

The State, ever watchful for safety at public gatherings as well as safety for the individual in industry and on the highway, has enacted legislation, making emergency lighting compulsory in all buildings where the public assembles after darkness. It has placed the enforcement of this legislation under the jurisdiction of the Department of Labor and Industry.

When the Legislature of 1921 passed the amendment to the Fire and Panic Act (P. L. 505) for electric emergency light, the Department was not prepared to enforce the provisions as no emergency lighting system had been submitted to the Department for approval. Enforcement, therefore, was not attempted until at least three systems had been approved.

About three years after the passage of the amendment, three emergency lighting systems were placed on the approved list: the first, a water turbine unit; the second, a storage battery system; and the third, a generator operated by an internal combustion engine.

There were no rules to regulate the manner in which emergency lighting systems were to be installed, the number of lights to be included in the emergency circuits, or the intensity of illumination to be maintained for a definite period of time. It was the general belief that emergency lighting referred to exit lights; and the manufacturers, following along the lines of least resistance, connected emergency units to the exit lighting circuits.

A general opinion prevailed, however, that the statute should be extended in its application to cover more than exit lighting, that there should be a sufficient number of lights to allow the occupants of a building to reach the street in safety in the event of a power failure.

When the Department drafted its first regulations for emergency lighting devices, that thought was embodied, and emergency lighting was, and is, interpreted to comprise circuits, supplying lamps at all the exits, and a sufficient number of lights around the auditorium, foyer, lobby, halls, passageways, etc. These lamps are independent of, or connected to, the main lighting circuits and, in order that they may be truly reliable in emergencies, they are supplied from a source of electrical energy entirely separate from that used at normal times. It is also required that these lighting circuits shall be thrown on automatically when the primary light fails. Dependence upon the unreliable human element for turning on the reserve supply is entirely eliminated.

The Department in the course of time learned, by actual experience, that a revision of the regulations was necessary if a higher standard of efficiency was to be obtained. It was found that the storage batteries of the auto-starting type were not dependable for emergency lighting. A battery was needed that would give maximum service and prolong the life of the system. The consensus of the battery experts, called into conference, was that a cell of the glass type, designed and constructed primarily for lighting purposes, should be used.

The question has often been raised why the so-called lighting type battery is better adapted for emergency lighting than the auto or starting type.

A study of battery characteristics shows that the lighting type is more reliable and more economical for emergency lighting.

A battery of the type ordinarily used in lighting service is generally distinguished from the automobile starting and lighting battery by the use of thicker plates and separators as well as lower specific gravity electrolyte.

A battery so designed will undoubtedly give a longer useful life and will cost less per year of service than a battery of the starting and lighting type.

The auto battery is designed for a starting, lighting, and ignition service on a moving vehicle, and as such it must perform its function with minimum weight and cell space. The severest service on an auto battery is in starting. This takes much energy at a high rate for a few seconds and it is immediately replaced when the engine is running by the generator at a rate that will recharge the battery so that it will always be in a fully charged condition. Seldom is an auto battery completely charged or discharged as a lighting battery. Since the auto battery must have minimum weight and space, the plates are made thinner than in the lighting battery and this can be done without losing much electrical energy.

Sediment and acid space is not generous in the auto type battery —sediment space being necessary to permit the material normally thrown from the positive plates to fall into a place where it will not cause trouble, such as short circuits; acid space being necessary to insure good acid diffusion in the pores of the plates—this in turn gives good electrical characteristics.

In an auto battery the specific gravity is maintained near 1.280, while in the lighting type batteries it is kept as low as 1.215. Low specific gravity is a factor in promoting long battery life because low gravity is not as injurious or destructive to plates and separators as high gravity acid.

The advantages of a lighting type battery over an auto starting battery may be briefly summed up as follows:

1. Heavier plate construction (produces longer life).
2. Greater sediment space (freer from trouble).
3. Greater acid area (better voltage characteristics).

The advantages of the sealed glass jar over the sealed rubber jar are:

1. Generous sediment space makes it unnecessary to clean the battery during its life.
2. Much space over tops of plates allows plenty of leeway for rise and fall of surface of level of electrolyte, so that water need not be added frequently.
3. The interior of the cells can very easily be seen, and at a glance it can be known:
   - (a) How much longer a battery will last, an approximate indication of which is given by the depth of the sediment.
   - (b) Whether all cells are uniform in condition, as shown by the color of plates, bubbling and depth of sediment.
   - (c) Whether it is necessary to add water and if so, how much.
   - (d) Whether any parts are missing or misplaced.

New Regulations

Revised emergency lighting regulations adopted January 1, 1927, have several new requirements. The more important are:

Batteries of the glass jar type.
Specific gravity rating to be given on the name plate.
Battery type to be shown on the installation plans.
Full charging device.
An ammeter showing rate of charge.
A voltmeter.
Certain switches permitted on the D. C. side of the throw-over switch.
Permission, under certain conditions, to continue a performance for a longer period than one hour.
Permitting a performance to continue indefinitely when the emergency source is obtained from another generating station.
Permitting, under certain conditions, the use of gas or oil for emergency purposes.

Emergency lighting, as applied to theatres, school buildings, and places of public assembly, is comparatively new. Many problems have yet to be solved and difficulties to be encountered. As in other branches of business, one will find unscrupulous methods and practices in the manufacturing and the selling of emergency lighting equipment. If the manufacturers build their devices along the lines of the basic approval granted by the Department, the devices will function efficiently. If the devices are installed in the buildings properly, and the conductors are of sufficient capacity to carry the necessary current to the most distant lamp, the system will perform efficiently.

Up to the present time, capacities of current carrying conductors have not been considered in emergency lighting installations, nor has battery efficiency. Considering the fact that the regulations exact certain light intensities, proper conductors and lamps must be used, and the voltage of the regular and battery supply must be considered, else the light value will not be secured with an approved system.

The proper construction of shelves or racks for storage batteries will tend to increase their general usefulness. When the racks are thoroughly insulated, the battery and working parts are practically free from grounds and danger to the occupants of the building. The distance between shelves should be sufficient to facilitate the taking of hydrometer readings, else the slopping over of electrolyte will be injurious to both batteries and racks.

An emergency lighting system is useless with discharged batteries. Failure to properly care for and maintain the batteries has resulted in severe loss to the owner. This usually causes an unjust condemnation of the system as a whole.

Battery lighting systems require constant care and attention. Batteries should not be left to stand in a discharged condition. After a complete discharge, a hard insoluble sulphate is formed on the plates. This is reducible only by slow charging. This sulphation is objectionable and will ruin the plates if not checked. Batteries should always be kept clean. Watch the lugs or clamps which connect the cells for loose or dirty connections, or those which do not present full flat surfaces to one another will have a high resistance and will cause a considerable drop in voltage and a subsequent low voltage for the whole battery. A dirty or poor contact will reveal itself by heating under a heavy load, while a loose contact may draw an arc and burn through. Connections should be kept clean and tight and corrosion may be prevented by the application of grease and vaseline.

The acid solution in the battery is called electrolyte. It is a mixture of sulphuric acid and distilled water. Electrolyte must never be added to the battery unless some of the acid has been lost through leakage or breakage. When such a condition exists, do not permit the acid to be added, or acid corrections to be made except by a competent battery man. Sulphuric acid does not evaporate and after the level of the solution shows below the plates, it should be brought to the correct level with distilled water only.

The value of emergency lighting is being recognized as an asset to business, and as an important adjunct in institutions where the failure of the regular source of electric supply endangers life. A striking example of the usefulness of such a system occurred in the operating room of a Harrisburg hospital. During a serious surgical operation, the city lights went out. The operation continued, the surgeon unaware that the emergency lighting system, installed in the hospital, made it possible for him successfully to complete his work.

MACHINERY MANUFACTURERS ANXIOUS TO MAKE MACHINES SAFE

By John S. Spicer

Chief of Accident Investigation Section,
Department of Labor and Industry

It has been extremely gratifying to the Department of Labor and Industry to find that most of the machinery manufacturers who have been approached on the subject of safety are thoroughly interested in it, and are most anxious to have the machines they manufacture conform to all safety regulations.

Several years ago the Department began to call the attention of machinery manufacturers to hazards on their machines which had been responsible for accidents to employes in various establishments throughout the Commonwealth of Pennsylvania. At the time this was done it was believed that if manufacturers had knowledge of these hazards, they would undertake to eliminate them in machines to be built.

Since this work was inaugurated many types of machines were found to be hazardous that were not so considered heretofore. Until an accident occurred minor hazards were frequently overlooked and in some cases were not even considered hazards. When it was possible to point out to the manufacturer that an accident had occurred as a result of unprotected machinery, in no single case did any manufacturer express any other intention than to eliminate the hazard either by means of a guard or by a re-design of the machine.

Many accidents were reported of employes getting under the uplifted skip of concrete mixing and paving machines. These skips were dropped on employes or were lowered by the operator, he not knowing any person was underneath. In one year more than a dozen fatal accidents were reported from this cause. An examination of paving machines showed that in most cases guard rails, if they had been provided by the manufacturer, were not used. These guard rails would, of course, not prevent an employe from going under the uplifted skip, but they would warn him of the danger of so doing, and it would be necessary for him to deliberately step over the rail in order to get into the danger area. This condition of affairs was taken up by the Department with the manufacturers of paving machines. It was pointed out to them how these accidents, particularly fatal ones, had occurred because of the absence of guard rails. The result was that most machines now sent out from the leading paving machine manufacturers in the country are equipped with proper guard rails. In the past these guard rails were attached to the machines only when they were ordered by the purchaser, and as this meant added cost they were very seldom ordered. One company re-designed their type of guard rail repeatedly so that it now works automatically and affords complete protection on all sides. It is standard equipment on all machines sent out by that company. It was also suggested that the operating mechanism or levers should be placed where the operator could see if any person was under the uplifted skip so that there would be less likelihood of such accidents occurring.

Attention was next directed to bakery machinery. Mixing machines had been causing fatal accidents because employes attempted to clean machines while they were in motion. The result was that a hand or arm of the employe was caught in the revolving paddles and if the employe was not drawn in and killed he was very badly cut or mutilated. As these accidents occurred they were referred to the manufacturers of these machines and they began to realize the danger involved. In consequence one such manufacturer has evolved an electric-control switch which must be held in the "On" position while the machine is being turned to be cleaned. If the employe should get caught he would naturally release the switch or button, and the machinery would stop immediately. There is now practically no danger of serious injury.

Another interesting case is that of an employe whose fingers were caught in the rolls of a corrugating machine. This accident caused discussion as to the necessity of a guard at the point of operation to prevent a similar accident. The matter was referred to the manufacturer of the machine, who found, upon investigation, that the rolls were being run in the opposite direction from which they were intended to be run. Correction of this condition eliminated the hazard caused by improper operation and obviated the need for a guard on that particular machine.

The attitdue of machinery makers on the question of safety is well illustrated by the following extracts from letters from them. These letters are only a few typical ones taken from more than a hundred which have been received by the Department.

> "We are also thankful for your suggestion contained in the last paragraph of your letter. We think you are correct in your contention and shall keep this in mind when designing new machines."
>
> "We thank you for directing our attention to the hazard in connection with our No. 4 machine and am glad to say to you that arrangements have been made to provide a suitable guard at the point in question."
>
> "We have been selling this material for a number of years, and to the best of our knowledge the accident you described in your letter is the first that has occurred. We wish to thank you for communicating with us and assure you that we will do our utmost to see that a repetition of such an accident will not occur again."
>
> "This is the first accident of this kind that has been reported to us, and we will see that guards are put on future installations so that there will be less danger to the men working around these machines."
>
> "Your letter was duly received and we have referred this matter to our superintendent and he advises that they are making a pattern now and will protect this end of the chain in the future."
>
> "We appreciate the seriousness of happenings of this kind and we shall do everything possible to prevent same in so far as possible......All machines now being shipped are equipped with guards to prevent workmen or others getting in from the side and we shall urge upon contractors the need for keeping these in place."
>
> "We want to thank you for your letter calling our attention to an unguarded revolving shaft on our concrete mixers. We have made arrangements with our manufacturer, and in the future our concrete mixer will have a guard covering the end of the shaft. We regret that an accident occurred through the use of one of our concrete mixers."
>
> "We regret exceedingly that the employes were hurt in the operation of the press in question. In the future in supplying presses to the Commonwealth of Pennsylvania we shall try to bear in mind and quote on them with guards."
>
> "We shall be only too glad to have your Engineering Department investigate the matter of guarding this machine to prevent a repetition of this type of accident."

> "Ever since receiving your previous letter we have been putting out our machines with a guard which covers the chopper bowl so it is impossible to get one's hand into the worm."
>
> "Upon referring this matter again to our manufacturing department they advise us that we will in the future furnish a guard to cover the gear, sprocket and chain which can be easily removed when necessary."
>
> "We appreciate the interest you have shown in connection with the safety guards for power forming machines and we have passed this information on to our engineer who will endeavor to work out some sort of an attachment whereby protection can be afforded the operator."

It is believed that many more hazardous conditions existing in machinery could be eliminated or corrected if efforts were made by interested persons to acquaint the makers of these machines with these hazards.

It is true that only a small proportion of the accidents occurring in industry are due to machinery hazards, but these machinery accidents are usually of a serious nature, in many cases causing dismemberment. For that reason any endeavor to prevent them will be worthy of the effort of any person.

A NEW SERVICE TO EDITORS OF EMPLOYES' MAGAZINES

By Elizabeth B. Bricker, M. D.

Chief, Hygiene and Sanitation Section,
Bureau of Industrial Standards

The editor of a plant magazine wants to accomplish at least two things: to present to the employes items which he knows will be of interest to them; and to present items in which he thinks they ought to be interested.

The first is not difficult, as descriptions of manufacturing processes, announcements of plant policies, and personal notes about the employes or their families are eagerly read.

It is more of a problem to present in an attractive form subjects which are frequently ignored, or at best merely glanced at. One of these subjects is health.

Some of the requisites for an article on this subject are that it be technically correct, that it be short, that it be written in a pleasing style, and that, if possible, it be illustrated.

There are a number of publications issued by governmental and private agencies which carry health articles suitable for publishing in whole, or in part, or adaptable for publication in employes' magazines. The Department has on file a list of such publications to which it refers editors wishing material on particular subjects. Except by special arrangement, however, cuts illustrating these articles are not available, and in fact they can frequently not be obtained at all.

To meet just such demands, The American Public Health Association has recently established a service which should prove to be especially attractive to editors. It offers cuts, plates, and descriptive material classified as follows: cartoons, health stories, nutrition news, children's pages, facts about diseases, adventures of Bill Jones, and miscellaneous health subjects. Specimen pages of the material offered through this organization may be obtained upon application to Homer N. Calver, Executive Secretary, The American Public Health Association, 370 Seventh Avenue, New York City.

REVIEW OF INDUSTRIAL STATISTICS

PREPARED BY

The Bureau of Statistics,

THE LABOR MARKET

A lessened demand for workers in virtually all lines of industry was reported by State Employment offices during the month of July. The reports showed a ratio of 221 workers registered for every 100 available jobs which is the highest July ratio during the last five years. The increase in unemployment over June amounts to more than 7 per cent and the increase over July, 1926, is nearly 60 per cent. The ratio of applicants to jobs for July, 1926, was 139 to 100.

The present scarcity of work is further emphasized by the reduced number of placements made. A total of 3,649 men and women were reported placed in jobs during July, only 38 per cent of the number of applicants. In June nearly 40 per cent of all applicants were placed. The extent of present unemployment is more apparent when the July record of placements is compared with that for July, 1926. In that month a total of 5,370 workers were placed, representing 58 per cent of all the applicants registered.

A surplus of workers, in varying degrees, existed in all industry groups except in agriculture. The State Employment service in agricultural lines is relatively unimportant, but the fact that the number of calls for farm workers was so far below that of last year is indicative of a depression in other industrial pursuits. When the summer demand for agricultural workers is small it usually can be surmised correctly that the depression in other lines has made a plentiful supply of labor available for farm work.

Few industries were inclined to increase their working forces and many industries were laying off or furloughing large numbers of workers and were cutting operating time to little more than half of usual schedules.

Construction employment, while somewhat improved over June, is far below the volume for this season of last year. Shipbuilding employment is very much lower than in June and was affected by the reductions of one firm which is going out of the shipbuilding business. Railroads have done practically no hiring during the month even of unskilled labor. Quarries have been active and are in need of some workers. Work in the coal mines, however, is slack. and in the bituminous fields employment is affected by the strike. Hotels and restaurants show a normal demand for workers. Retail stores are curtailing their forces and are probably the first to feel the effect of unemployment and wage losses in other lines.

EMPLOYMENT, WAGES AND HOURS WORKED

The employment situation in manufacturing industries is best understood by an examination of the employment and wage table prepared from reports of 815 firms engaged in 42 distinct classes of manufacturing activity. Reports from these establishments for July show a net decrease in employment over June of 1.7 per cent, an actual reduction of 4,690 workers. The firms included in the table are considered to be representative of 30 per cent of all manufacturing in the State. On this basis the actual increase in unemployment during the month in manufacturing industries alone probably was in excess of 15,000.

Far more serious than the reduced volume of employment were the losses in wage payments and average earnings.

Total weekly wage payments for the week nearest July 15th showed a decline of 7.1 per cent compared with the same week in June, and average weekly earnings were 5.5 per cent less. This latter means a reduction of only $1.44 in an individual weekly pay envelope, but it also means a reduction in potential purchasing power over the State amounting to approximately $1,341,000 during one week.

The extent of the depression is indicated by the fact than only 5 manufacturing industry groups out of a total of 42 show gains in wage payments. Twenty-seven of the 42 groups report decreased employment. Electrical machinery and apparatus, clothing, confectionery and ice cream, pottery, leather, and boots and shoes were the only industry groups that showed employment gains of any consequence. The metal industries registered very large losses. Weekly earnings for six industries in the metal group were more than 10 per cent lower than in June.

Eleven of the 19 firms included in the electrical machinery and apparatus group reported increased employment. Largest gains were shown for radio and battery manufacturing plants. Several firms reduced their working hours from 9 to 8, causing weekly earnings to fall below last month.

In the heating appliance and apparatus group, 11 firms reported decreased employment. The losses, however, were not so severe as the figures indicate. Many closings because of usual summer repairs to plant and equipment, vacations, and sweltering summer days accounted for most of the lost time.

Blast furnaces were operating on considerably shorter time than last month. Many firms in the Pittsburgh district report only 50 per cent of normal operation.

Decreased employment was reported by 7 firms in the iron and steel forgings group. Working days were cut from 5½ to 5 days a week in several instances.

Steel works and rolling mills showed the most general and apparently permanent decreases of any of the metals' group. Of the 34 plants reporting, 23 showed decreased employment and 27 reduced earnings. Weekly earnings in some plants in July amounted to only half of the June figures. A few mills in the eastern section of the State reported full-time operation.

The employment reductions in the textile group were largely seasonal. The reductions in earnings were due to the prevalent observance of a full Saturday holiday during July and August. In the knit goods and hosiery group, losses were confined principally to hosiery mills where many closings were reported in order to make stock reductions and to make plant repairs during the dull season.

Employment reductions in the confectionery and ice cream industry were confined principally to the small candy factories. Nearly all ice cream plants show increased business.

Glass production fell off during July and employment was considerably less than last month. Some firms reported only enough work to operate four days a week.

The enlargement of the plant of one firm in the pottery industry is responsible for the employment increase for that group. The other 2 firms report greatly reduced operations.

Shoe factories are busy and more than half of the firms in the boot and shoe group reported gains in employment. One factory that had been closed down reopened in July and employed nearly 250 workers.

In general, holidays, vacations, inventory takings, and plant and machine repairs, all had some share in lowering average earnings in July as compared with June. Nevertheless, there were distinct evidences of a general business depression. How slight or how severe that depression will prove to be remains to be seen. The Department's index of employment and wages, based on monthly averages for 1923, shows that July, 1927, figures were 86 for employment, 81 for wage payments, and 96 for weekly earnings. These are the lowest numbers recorded for any month since July, 1924, except that earnings in July and September 1925, reached a slightly lower figure.

INDUSTRIAL ACCIDENTS AND COMPENSATION COSTS

A total of 178 fatal and 12,548 non-fatal accidents was reported to the Bureau of Workmen's Compensation during the month of July, 1927. This is 12 fatal and 893 non-fatal accidents less than were reported during June. Compared with the record of accidents for July, 1926, the accident total for July, 1927, is 6 per cent lower for fatal accidents and 19 per cent lower for non-fatal accidents.

The record of accidents occurring in the industries of Pennsylvania during the first seven months of 1927 compared with the accident record for the corresponding period in 1926 shows that fatal accidents in 1927 have increased nearly 7 per cent while non-fatal accidents have shown a 7 per cent decrease. The division of the accident totals into the three main industrial groups discloses that coal mining accidents are 16 per cent higher than last year, railway accidents 6 per cent lower, and accidents in the general industrial group comprising the construction, manufacturing, quarrying, public utilities, and trading industries over which the Department of Labor and Industry exercises safety supervision, have shown a reduction of more than 10 per cent.

The distribution of the July fatalities according to the industry groups in which they occurred follows: construction and contracting 22, manufacturing 40, coal mining 63 (anthracite 35 and bituminous 28), transportation 18, public utilities 9, quarries and non-coal mines 4, retail and wholesale trade 8, state and municipal 9, and miscellaneous 5. Slight gains over June in the number of fatalities reported were shown for the construction, manufacturing, public utility, quarry, and trading groups. Twenty-five of 40 fatalities in the manufacturing group were charged to the metal industry. Fatalities in anthracite mines dropped from 56 in June to 35 in July. This is the lowest accident record for anthracite mines since January, 1927, when a total of 31 fatalities was reported.

Cause classifications of the 178 fatal accidents show that falling objects with 42, cars and engines with 28, falls of persons with 21, and electricity with 18, were the principal causes of fatal injury during July.

Thirty-five of the 42 deaths caused by falling objects occurred in the coal mining industry. Fifteen or more than half of the car and engine fatalities occurred to steam railway employes. Mine car accidents were relatively low.

Falls killed 21 workers during July, a third of them in the construction industry.

The most alarming gain in fatalities during July was that shown in the number of deaths attributed to electricity. Deaths in this cause group jumped from 7 in June to 18 in July. Seven of these were employes of electric light and power companies, and in all instances the deaths appeared to have resulted from the failure of the employes themselves to observe necessary precautions while working about high-tension wires. Eight of the deaths occurred in the coal mining industry and were caused in most instances by contact with trolley wires in the mine workings. Two deaths in the construction industry were due to faulty insulation on service wires. One municipal fireman was electrocuted when his axe hooked on to a transmission wire and charged the platform on which he was standing.

Motor vehicular fatalities numbered 16 during July, or 2 less than in June. Six of those killed were working on streets or highways. Four met death while attempting to board or get off of moving automobiles, two in collisions with other automobiles, one was crowded off the road by another car, one overturned on a wet and slippery highway, and two collided with railroad trains.

Explosions of gasoline, asphyxiation by carbon gases and fumes, strains from heavy lifting, cable failures, and power machinery were other instruments of death in industry during the month.

The total amount of compensation awarded during July, 1927, was $1,389,540 distributed as follows:

198 fatal cases	$604,010
315 permanent disability cases	294,561
5,780 temporary disability cases	490,969

Compensation awards for the first 7 months of 1927 total $7,816,335.

Fatal compensation awarded during July, 1927, was 20 per cent higher than in June and is the highest amount of fatal compensation awarded for any month during the last two and one-half years.

Permanent injuries compensated during the month included 46 eyes, 6 arms, 26 hands, 118 fingers, 104 phalanges, 8 legs, and 20 feet. Hand losses were higher than usual while finger losses were noticeably fewer.

The average period of disability for temporary disability cases in July was 55 days compared to 43 days in June, indicating quite a serious increase in the severity of accidental injuries.

REPORT OF ACTIVITIES OF STATE EMPLOYMENT OFFICES FOR THE MONTH OF JULY, 1927

Industries	Persons applying for positions			Persons asked for by employers			Persons sent to positions			Persons receiving positions		
	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
GRAND TOTAL	9,515	6,697	2,818	4,297	3,127	1,170	4,447	3,243	1,204	3,649	2,744	905
Total: Industrial Group (Skilled)	3,385	2,572	813	1,448	1,137	311	1,461	1,131	330	1,064	876	188
Building and Construction	715	715	----	292	292	----	317	317	----	253	253	----
Shipbuilding	89	89	----	55	55	----	54	54	----	37	37	----
Chemicals and Allied Products	2	2	----	----	----	----	1	1	----	----	----	----
Clay, Glass and Stone Products	----	----	----	----	----	----	----	----	----	----	----	----
Clothing	13	----	13	3	----	3	3	----	3	3	----	3
Textiles	37	18	19	34	1	33	8	----	8	8	----	8
Food and Kindred Products	12	10	2	5	4	1	5	4	1	5	4	1
Leather, Rubber and Composition Goods	6	4	2	5	3	2	4	2	2	3	1	2
Lumber. Woodwork and Furniture	36	36	----	39	39	----	27	27	----	22	22	----
Paper and Printing	6	4	2	7	6	1	4	2	2	2	2	----
Metals and Metal Products	964	959	5	515	512	3	503	498	5	379	376	3
Mines and Quarries	61	61	----	77	77	----	61	61	----	61	61	----
Transportation and Public Utilities	301	291	10	84	84	----	89	89	----	63	63	----
Hotels and Restaurants	197	49	148	90	16	74	76	17	59	55	13	42
Wholesale and Retail Trade	148	43	105	28	3	25	31	3	28	17	3	14
Miscellaneous	798	291	507	214	45	169	278	56	222	156	41	115
Total: Other Groups	6,130	4,125	2,005	2,849	1,990	859	2,986	2,112	874	2,585	1,868	717
Professional and Technical	406	318	88	129	108	21	146	123	23	81	71	10
Agricultural	1	1	----	3	3	----	2	2	----	----	----	----
Semi-Skilled	1,803	816	987	693	262	431	718	284	434	545	241	304
Unskilled	2,992	2,796	196	1,509	1,464	45	1,599	1,548	51	1.444	1,403	41
Casual and Day Workers[1]	928	194	734	515	153	362	521	155	366	515	153	362
June, 1927	14,314	9,277	5,037	6,515	4,511	2,004	6,834	4,724	2,110	5,653	4,089	1,564
May, 1927	11,955	7,991	3,964	6,637	4,551	2,086	6,746	4,788	1,958	5,654	4,124	1,530
April, 1927	11,397	7,353	4,044	6,252	4,224	2,028	6,301	4,333	1,968	5,308	3,747	1,561
July, 1926	9,273	6,674	2,599	6,659	4,991	1,668	6,364	4,790	1,574	5,370	4,126	1,244
July, 1925	10,855	7,682	3,173	6,300	4,909	1,391	6,487	5,104	1,383	5,493	4,393	1,100
July, 1924	13,754	9,865	3,889	7,068	5,459	1,609	7,505	5,925	1,580	6,578	5,178	1,400

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[1] The placement of each casual or day worker is recorded for only one (1) placement per week.

EMPLOYMENT AND WAGES IN PENNSYLVANIA

Group and Industry	No. of Plants Report-ing	Number of wage earners— week ended			Total weekly wages week ended			Average weekly earnings week ended		
		July 15 1927	June 15 1927	Per cent Change	July 15 1927	June 15 1927	Per cent Change	July 15 1927	June 15 1927	Per cent Change
ALL INDUSTRIES (46)	849	279,369	284,059	— 1.7	$6,827,784	$7,350,556	— 7.1	$24.44	$25.88	— 5.6
Metal Manufactures:	283	142,150	145,317	— 2.2	3,666,909	4,010,028	— 8.6	25.80	27,60	— 6.5
Automobiles, bodies and parts	19	10.373	10.922	— 5.0	305,732	319,198	— 4.2	29.47	29.23	+ 0.8
Car construction and repair	18	18.880	18,480	+ 2.2	481,356	459,706	+ 4.7	25.50	24.88	+ 2.5
Electrical machinery and apparatus	19	8,710	7,955	+ 9.5	205,969	195,231	+ 5.5	23.65	24.54	— 3.6
Engines. machines, and machine tools	39	10,644	10,893	— 2.3	299,862	314,670	— 4.7	28.17	28.89	— 2.5
Foundries and machine shops	55	8,746	8,939	— 2.2	240,023	255,237	— 6.0	27.44	28.55	— 3.9
Heating appliances and apparatus	16	3,634	3,969	— 8.4	94,211	114,259	—17.5	25.92	28.79	—10.0
Iron and steel blast furnaces	11	11,169	11,537	— 3.2	268,500	319,427	—15.9	24.04	27.69	—13.2
Iron and steel forgings	10	2,807	2,847	— 1.4	58,010	69,437	—16.5	20.67	24.39	—15.3
Steel works and rolling mills	34	37,523	38,615	— 2.8	945,025	1,070,621	—11.7	25.19	27.73	— 9.2
Structural iron works	17	4.857	4,912	— 1.1	126,531	134,202	— 5.7	26.05	27.32	— 4.6
Miscellaneous iron and steel products	25	18,287	18,999	— 3.7	474,098	555,278	—14.6	25.93	29.23	—11.3
Shipbuilding	3	4,143	4,702	—11.9	110,822	136,469	—18.8	26.75	29.02	— 7.8
Hardware	8	1,570	1,743	— 9.9	36,808	45,549	—19.2	23.44	26.13	—10.3
Non-ferrous metals	9	807	804	+ 0.4	19,962	20,744	— 3.8	24.74	25.80	— 4.1
Textile products:	171	54,213	55,422	— 2.2	1,129,187	1,215,659	— 7.1	20.83	21.93	— 5.0
Carpets and rugs	10	2,844	2,958	— 3.9	68,281	74,784	— 8.7	24.01	25.28	— 5.0
Clothing	34	5,434	5,302	+ 2.5	94,740	97,634	— 3.0	17.43	18.41	— 5.3
Hats, felt and other	6	4,381	4,433	— 1.2	116,901	119,429	— 2.1	26.68	26.94	— 1.0
Cotton Goods	15	4,254	4,211	+ 1.0	91,813	95,970	— 4.3	21.58	22.79	— 5.3
Silk goods	41	15,990	16,274	— 1.7	278,278	298.497	— 6.8	17.40	18.34	— 5.1
Woolens and worsteds	14	5.734	5,820	— 1.5	121,277	121.980	— 0.6	21.15	20.96	+ 0.9
Knit goods and hosiery	41	13,672	14,488	— 5.6	313,347	360.018	—13.0	22.92	24.85	— 7.8
Dyeing and finishing textiles	10	1,904	1,936	— 1.7	44,550	47.347	— 5.9	23.40	24.46	— 4.3

EMPLOYMENT AND WAGES IN PENNSYLVANIA—(Continued)

Group and Industry	No. of Plants Reporting	Number of wage earners—week ended July 15 1927	Number of wage earners—week ended June 15 1927	Number of wage earners—week ended Per cent Change	Total weekly wages week ended July 15 1927	Total weekly wages week ended June 15 1927	Total weekly wages week ended Per cent Change	Average weekly earnings week ended July 15 1927	Average weekly earnings week ended June 15 1927	Average weekly earnings week ended Per cent Change
FOODS AND TOBACCO:	106	23,777	23,657	+ 0.5	$484,805	$500,856	— 3.2	$20.39	$21.17	— 3.7
Bakeries	30	4,559	4,601	— 0.9	130,557	137,431	— 5.0	28.64	29.87	— 4.1
Confectionery and ice cream	23	5,557	5,405	+ 2.8	123,359	129,681	— 4.9	22.20	23.99	— 7.5
Slaughtering and meat packing	14	2,089	2,093	— 0.2	60,181	61,413	— 2.0	28.81	29.34	— 1.8
Cigars and tobacco	39	11,572	11,558	+ 0.1	170,708	172,331	— 0.9	14.75	14.91	— 1.1
Building materials:	66	19,744	20,477	— 3.6	526,265	581,033	— 9.4	26.65	28.37	— 6.1
Brick, tile, and terra cotta products	26	4,262	4,324	— 1.4	104,636	110,404	— 5.2	24.55	25.53	— 3.8
Cement	14	7,621	7,566	+ 0.7	237,718	251,550	— 5.5	31.19	33.25	— 6.2
Glass	23	6,870	7,699	—10.8	161,442	196,985	—18.0	23.50	25.59	— 8.2
Pottery	3	991	888	+11.6	22,469	22,094	+ 1.7	22.67	24.88	— 8.9
Construction and contracting:	34	5,955	5,906	+ 0.8	168,614	167,990	+ 0.4	28.31	28.44	— 0.5
Buildings	18	962	1,063	— 9.5	33.153	36,673	— 9.6	34.46	34.50	— 0.1
Street and highway	3	1,806	1,854	— 2.6	52.634	49,977	+ 5.3	29.14	26.96	+ 8.1
General	13	3,187	2,989	+ 6.6	82,827	81,340	+ 1.5	25.99	27.21	— 4.5
Chemicals and allied products	39	8,648	8,588	+ 0.7	237,728	255,029	— 6.8	27.49	29.70	— 7.4
Chemicals and drugs	22	1,250	1,290	— 3.1	33,608	34,963	— 3.9	26.89	27.10	— 0.8
Explosives	3	544	565	— 3.7	12,221	15,356	—20.4	22.47	27.18	—17.3
Paints and varnishes	9	1,122	1,116	+ 0.5	27,163	30,772	—11.7	24.21	27.57	—12.2
Petroleum refining	5	5,732	5,617	+ 2.0	164,736	173,938	— 5.3	28.74	30.97	— 7.2
Miscellaneous industries:	150	24,882	24,692	+ 0.8	614,276	619,961	— 0.9	24.69	25.11	— 1.7
Lumber and planing mill products	25	3,131	3.254	— 3.8	67,031	65,364	+ 2.6	21.41	20.09	+ 6.6
Furniture	19	2,077	2,096	— 0.9	47,437	48,216	— 1.6	22.84	23.00	— 0.7
Leather tanning	17	5,561	5,464	+ 1.8	141,917	143,856	— 1.3	25.52	26.33	— 3.1
Leather products	8	520	490	+ 6.1	10,345	10,501	— 1.5	19.89	21.43	— 7.2
Boots and shoes	22	3,841	3,560	+ 7.9	69,914	62,730	+11.5	18.20	17.62	+ 3.3
Paper and pulp products	17	3,747	3,708	+ 1.1	94,164	98,539	— 4.4	25.13	26.57	— 5.4
Printing and publishing	36	3,670	3,763	— 2.5	126,707	130,713	— 3.1	34.53	34.74	— 0.6
Rubber tires and goods	3	853	901	— 5.3	24,674	27,488	—10.2	28.93	30.51	— 5.2
Novelties and jewelry	3	1,482	1,456	+ 1.8	32,087	32,554	— 1.4	21.65	22.36	— 3.2

EMPLOYMENT AND WAGES IN PENNSYLVANIA—(Continued)

Group and Industry	No. of Plants Reporting	Total weekly man-hours week ended			Average hourly wages week ended		
		July 15 1927	June 15 1927	Per cent Change	July 15 1927	June 15 1927	Per cent Change
ALL INDUSTRIES (46)	489	6,988,283	7,418,890	— 5.8	$ .575	$ .579	— 0.7
Metal Manufactures:	205	4,492,812	4,867,844	— 7.7	.603	.604	— 0.2
Automobiles, bodies and parts	16	471,861	487,014	— 3.1	.622	.627	— 0.8
Car construction and repair	12	323,297	310,931	+ 4.0	.598	.592	+ 1.0
Electrical machinery and apparatus	15	227,653	224,903	+ 1.2	.526	.528	— 0.4
Engines, machines, and machine tools	31	440,169	462,575	— 4.8	.588	.592	— 0.7
Foundries and machine shops	44	350,701	372,154	— 5.8	.612	.613	— 0.2
Heating appliances and apparatus	6	73,154	81,379	—10.1	.613	.591	+ 3.7
Iron and steel blast furnaces	9	365,761	413,578	—11.6	.590	.594	— 0.7
Iron and steel forgings	6	55,099	63,275	—12.9	.635	.674	— 5.8
Steel works and rolling mills	22	1,371,523	1,534,833	—10.6	.612	.609	+ 0.5
Structural iron works	11	89,219	91,710	— 2.7	.578	.578	0
Miscellaneous iron and steel products	17	472,274	520,836	— 9.3	.611	.615	— 0.7
Shipbuilding	3	173,278	211,704	—18.2	.640	.645	— 0.8
Hardware	6	42,347	55,749	—24.0	.544	.546	— 0.4
Non-ferrous metals	7	36,476	37,203	— 2.0	.519	.529	— 1.9
Textile products:	71	839,730	845,906	— 0.7	.486	.491	— 1.0
Carpets and rugs	6	96,910	98,590	— 1.7	.492	.505	— 2.6
Clothing	9	26,995	25,324	+ 6.6	.336	.324	+ 3.7
Hats, felt and other							
Cotton goods	11	63,087	57,802	+ 9.1	.446	.466	— 4.3
Silk goods	21	334,068	346,497	— 3.6	.411	.412	— 0.2
Woolens and worsteds	8	100,085	95,800	+ 4.5	.455	.461	— 1.3
Knit goods and hosiery	11	187,895	192,806	— 2.5	.665	.672	— 1.0
Dyeing and finishing textiles	5	30,690	29,087	+ 5.5	.500	.476	+ 5.0

EMPLOYMENT AND WAGES IN PENNSYLVANIA—(Concluded)

Group and Industry	No. of Plants Reporting	Total weekly man-hours week ended			Average hourly wages week ended		
		July 15 1927	June 15 1927	Per cent Change	July 15 1927	June 15 1927	Per cent Change
Foods and tobacco:	43	289,028	310,627	— 7.0	$ .492	$ .492	0
Bakeries	17	77,013	78,530	— 1.9	.503	.508	— 1.0
Confectionery and ice cream	10	136,304	154,939	—12.0	.467	.465	+ 0.4
Slaughtering and meat packing	9	63,383	64,105	— 1.1	.544	.550	— 1.1
Cigars and tobacco	7	12,328	13,053	— 5.6	.443	.417	+ 6.2
Building materials:	34	524,606	561,330	— 6.5	.557	.571	— 2.5
Brick, tile, and terra cotta products	14	115,772	119,153	— 2.8	.542	.564	— 3.9
Cement	7	240,186	247,678	— 3.0	.513	.536	— 4.3
Glass	13	168,648	194,499	—13.3	.630	.621	+ 1.4
Pottery							
Construction and contracting:	29	254,607	251,170	+ 1.4	.594	.606	— 2.0
Buildings	16	36,365	39,145	— 7.1	.810	.847	— 4.4
Street and highway	3	93.626	88.532	+ 5.8	.562	.565	— 0.5
General	10	124,616	123,493	+ 0.9	.555	.559	— 0.7
Chemicals and allied products:	16	58,434	59,423	— 1.7	.487	.491	— 0.8
Chemicals and drugs	11	45,623	46,258	— 1.4	.492	.497	— 1.0
Explosives							
Paints and varnishes	5	12,811	13,165	— 2.7	.472	.470	+ 0.4
Petroleum refining							
Miscellaneous industries:	91	529,066	522.590	+ 1.2	.546	.552	— 1.1
Lumber and planing mill products	17	38,965	38,700	+ 0.7	.540	.542	— 0.4
Furniture	15	71,314	70 894	+ 0.6	.524	.519	+ 1.0
Leather tanning	9	104,890	103,181	+ 1.7	.547	.541	+ 1.1
Leather products	5	5.996	6,067	— 1.2	.487	.489	— 0.4
Boots and shoes	9	66,604	53,230	+25.1	.376	.387	— 2.8
Paper and pulp products	10	137,097	141,996	— 3.5	.540	.539	+ 0.2
Printing and publishing	23	62,855	63,451	— 0.9	.736	.740	— 0.5
Rubber tires and goods	3	41,345	45,071	— 8.3	.597	.610	— 2.1
Novelties and jewelry							

ACCIDENTS OCCURRING DURING COURSE OF EMPLOYMENT REPORTED TO THE BUREAU OF WORKMEN'S COMPENSATION

ACCIDENT REPORTS RECEIVED

1927	Fatal	Permanent Disability	Temporary Disability	Total
July	178	88	12,460	12,726
August				
September				
October				
November				
December				
Total—1927	1,228	944	92.537	94,709
1926				
July	190	174	15,412	15,778
August	183	158	16.355	16,697
September	231	181	15,685	16 097
October	166	167	16 222	16,555
November	181	160	14,689	15,030
December	203	151	14,548	14.902
Total—1926	2,116	1,904	176,380	180,400
*Grand Total	28,030	10,513	2,073,204	2,111,777

AGREEMENTS APPROVED

1927	Fatal	Permanent Disability	Temporary Disability	Total
July	198	315	5,780	6,293
August				
September				
October				
November				
December				
Total—1927	1,149	2,049	41,682	44,880
1926				
July	124	281	5,768	6,173
August	176	281	6,535	6,992
September	179	290	5,012	5,481
October	153	267	6,736	7,156
November	221	316	6,049	6.586
December	137	326	5,455	5,918
Total—1926	1,830	3,563	69,942	75,335
*Grand Total	22,904	22,533	767,639	813 076

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*Since the inception of the Act, January 1, 1916.

Compiled from Records in the Bureau of Workmen's Compensation

COMPENSATION AWARDED AND PAID

1927	Awarded				1927	Paid			
	Total Compensation Awarded	Fatal Compensation Awarded	Permanent Disability Compensation Awarded	Temporary Disability Compensation Awarded		Total Compensation Paid	Fatal Compensation Paid	Permanent Disability Compensation Paid	Temporary Disability Compensation Paid
July	$ 1,389,540	$ 604,010	$ 294,561	$ 490,969	July	$ 1,204,087	$ 307,034	$ 406,084	$ 490,969
August					August				
September					September				
October					October				
November					November				
December					December				
Total—1927	$ 7,816,335	$ 3,407,401	$ 1,913,529	$ 2,495 405	Total—1927	$ 6,900,991	$ 2,109,891	$ 2,295,785	$ 2,495,405
1926					1926				
July	$ 949,519	$ 330,807	$ 244,261	$ 374,451	July	$ 939,189	$ 298,707	$ 266,031	$ 374,451
August	1,174,190	538,537	260,857	374,796	August	863,901	238,184	250,921	374,796
September	1,225,675	622,938	287,105	315,032	September	857,469	308,133	234,804	315,032
October	987,188	457,284	191,136	338,768	October	877,597	278,827	260,002	338,768
November	1,238,613	599,747	300,440	338,426	November	814,109	229,529	246,154	338,426
December	1,084,444	420,704	328,805	334,935	December	933,508	305,998	292,575	334,935
Total—1926	$12,979,641	$ 5,278,927	$ 3,384,399	$ 4,316 315	Total—1926	$11,037,688	$ 3,529,120	$ 3,192,253	$ 4,316,315
*Grand Total	$129,471,790	$63,061,183	$26,568,398	$39,842,209	*Grand Total	$88,754,548	$27,329,329	$21,583,010	$39,842,209

*Since the inception of the act—January 1, 1916.

** PERMANENT INJURIES

	Loss of Legs		Loss of Arms		Loss of Hands		Loss of Feet		Loss of Eyes	
1927	No.	Amt. Awarded	No.	Amt. Awarded	No.	Amt. Awarded	No.	Amt. Awarded	No.	Amt. Awarded
July	8	$ 20,056	6	$ 14,731	26	$ 51,976	20	$ 35,814	46	$ 65,013
August	-----	-------	-----	-------	-----	-------	-----	-------	-----	-------
September	-----	-------	-----	-------	-----	-------	-----	-------	-----	-------
October	-----	-------	-----	-------	-----	-------	-----	-------	-----	-------
November	-----	-------	-----	-------	-----	-------	-----	-------	-----	-------
December	-----	-------	-----	-------	-----	-------	-----	-------	-----	-------
Total—1927	69	$ 176,390	45	$ 113,284	131	$ 260,641	98	$ 173,989	332	$ 498,086
1926										
July	7	$ 17,254	5	$ 12,056	19	$ 36,782	11	$ 18,249	41	$ 60,409
August	9	20,055	8	17,639	24	47,577	12	20,953	43	68,692
September	14	35,912	6	14,793	20	43,391	11	19,768	48	75,043
October	4	10,062	5	12,814	10	19,827	9	16,184	40	56,724
November	7	17,912	7	17,569	19	39,621	24	42,456	63	94,021
December	13	33,555	5	11,402	21	42,890	18	33,616	62	93,600
Total—1926	124	$ 311,378	83	$ 207,090	229	$ 458,088	192	$ 344,481	575	$ 870,732
*Grand Total	1,271	$2.002,187	876	$1,938,367	2,764	$4,994,179	1,656	$2,719,030	6,792	$9,380,077

**PERMANENT INJURIES—(Concluded)

	Loss of Fingers		Loss of Phalanges		Miscellaneous		Total	
1927	No.	Amt. Awarded	No.	Amt. Awarded	No.	Amt. Awarded	Amt. Awarded	Amt. Paid
July	118	$ 40,259	104	$ 19,791	31	$ 46,921	$ 294,561	$406,084
August	-----	-------	-----	-------	---------	----------	---------	----------
September	-----	-------	-----	-------	---------	----------	---------	----------
October	-----	-------	-----	-------	---------	----------	---------	----------
November	-----	-------	-----	-------	---------	----------	---------	----------
December	-----	-------	-----	-------	---------	----------	---------	----------
Total—1927	809	$ 283,288	711	$ 133,242	124	$ 274,609	$1,913,529	$2,295,785
1926								
July	120	$ 42,104	114	$ 22,577	16	$ 34,830	$ 244,261	$ 266,031
August	117	40,610	109	19,837	10	25,444	260,857	250,921
September	127	40,877	107	20,709	19	36,612	287,105	234,304
October	123	41,938	112	19,679	11	13,908	191,136	260,002
November	133	46,749	116	22,775	12	19,337	300,440	246,154
December	101	35,005	123	22,867	20	55,870	328,805	292,575
Total—1926	1,553	$ 537,332	1,286	$ 241,319	188	$ 413,979	$3,384,399	$3,192,253
*Grand Total	6,132	$2,083,617	5,173	$ 967,262	789	$1,883,679	$26,568,398	$21,583,010

*Since the inception of the act—January 1, 1916.

**Multiple losses separated respectively.

Note: The above tables present changes in a number of items from similar tables previously published. The changes have been made as information received subsequent to the publication of former tables made such corrections necessary.

ACCIDENTS OCCURRING DURING COURSE OF EMPLOYMENT REPORTED TO THE BUREAU OF WORKMEN'S COMPENSATION DURING JULY, 1927.

Cause	Total of All Industries		Construction and Contracting.						Coal Mining				Mining, Other than Coal Mining, and Quarrying		Manufacturing																	
			Building Construction		Other Construction		Contracting		Anthracite Coal Mining		Bituminous Coal Mining				Total of Manufacturing Industries		Chemicals and Allied Products		Clay, Glass and Stone Products		Clothing		Food and Kindred Products		Leather, Rubber and Composition Goods		Lumber, Wood and their Products		Paper and Paper Products and Printing and Publishing		Textiles	
*	F	N F	F	N F	F	N F	F	N F	F	N F	F	N F	F	N F	F	N F	F	N F	F	N F	F	N F	F	N F	F	N F	F	N F	F	N F	F	N F
Total of all Causes	178	12,548	6	1,038	9	486	7	359	35	1,839	28	1,489	4	243	40	4,522	--	245	6	365	--	122	4	465	--	146	--	344	2	183	3	176
Working Machinery	7	838	--	31	--	21	--	11	1	17	1	49	--	10	5	631	--	10	2	19	--	42	--	29	--	33	--	85	--	41	1	39
Boilers and Pressure Apparatus	1	12	--	-----	--	1	--	-----	--	-----	--	-----	--	-----	1	6	--	-----	--	-----	--	-----	--	-----	--	-----	--	-----	--	-----	--	-----
Pumps and Prime Movers	---	38	--	4	--	3	--	4	--	1	--	6	--	-----	--	13	--	7	--	-----	--	-----	--	-----	--	1	--	-----	--	-----	--	-----
Transmission Apparatus	---	32	--	2	--	-----	--	-----	--	7	--	5	--	1	--	13	--	-----	--	1	--	-----	--	1	--	-----	--	3	--	2	--	1
Elevators and Hoists	2	50	--	6	--	-----	--	-----	1	4	--	2	--	1	--	20	--	3	--	2	--	3	--	4	--	-----	--	-----	--	-----	--	2
Cranes and Derricks	5	189	1	21	--	14	--	24	--	8	--	3	--	2	4	99	--	5	--	3	--	1	--	1	--	-----	--	-----	--	1	--	1
Cars and Engines	28	1,058	--	8	--	10	1	5	4	319	2	300	--	31	4	95	--	4	--	26	--	-----	--	2	--	2	--	9	1	-----	1	1
Motor Vehicles	16	596	1	42	1	49	2	17	--	4	1	3	--	10	4	177	--	12	--	4	--	3	3	47	--	3	--	6	--	7	--	4
Other Vehicles	1	125	--	5	--	4	--	5	--	1	--	5	1	2	--	41	--	2	--	1	--	-----	--	20	--	-----	--	13	--	-----	--	2
Hand Trucks	1	184	--	10	1	3	--	9	--	2	--	2	--	-----	--	118	--	3	--	27	--	1	--	15	--	6	--	4	--	4	--	3
Water and Air Craft	2	4	--	-----	--	-----	1	3	--	-----	--	-----	--	-----	--	-----	--	-----	--	-----	--	-----	--	-----	--	-----	--	-----	--	-----	--	-----
Handling Objects—By Hand	6	2,696	--	213	--	111	--	82	2	360	--	181	--	55	3	1,149	--	62	3	130	--	23	--	123	--	28	--	55	--	45	--	40
Hand Tools	---	1,277	--	98	--	43	--	48	--	197	--	175	--	47	--	414	--	22	--	9	--	15	--	30	--	15	--	50	--	9	--	13
Electricity	18	95	--	1	2	4	--	1	1	17	7	15	--	1	--	26	--	1	--	1	--	1	--	1	--	-----	--	1	--	2	--	-----
Explosive Substance	14	154	--	1	--	6	--	1	5	58	1	12	--	4	4	42	--	10	--	3	--	2	--	3	--	-----	--	-----	1	6	--	-----
Hot and Corrosive Substances	5	456	--	44	1	26	--	7	--	9	--	16	--	4	3	258	--	27	1	12	--	4	--	20	--	6	--	6	--	4	--	8
Falling Objects	42	1,683	1	97	--	49	1	53	20	479	15	442	2	38	2	346	--	18	--	28	--	9	--	20	--	4	--	27	--	12	--	8
Falls of Persons	21	1,471	2	241	3	76	2	31	1	152	1	75	1	20	6	492	--	28	--	34	--	17	--	79	--	17	--	40	--	23	--	22
Stepping Upon or Striking Against Objects	2	977	--	180	--	47	--	43	--	128	--	66	--	7	2	367	--	19	--	39	--	-----	1	41	--	23	--	34	--	22	--	24
Miscellaneous	7	613	1	34	1	19	--	15	--	76	--	42	--	10	2	215	--	12	--	24	--	1	--	28	--	8	--	11	--	5	1	8

*F=Fatal. N. F.=Non-Fatal.

ACCIDENTS OCCURRING DURING COURSE OF EMPLOYMENT REPORTED TO THE BUREAU OF WORKMEN'S COMPENSATION DURING JULY, 1927—(Concluded)

Cause	Manufacturing—Concluded																Transportation and Public Utilities						Other Industries									
	Metals and Metal Products																								Trading							
	Total		Blast Furnaces and Steel Works		Rolling Mills		Foundries and Machine Shops		Fabrication		Car Repair Shops		Automobile Service Stations		Other		Steam Railroads		Other Transportation		Public Utilities		Hotels and Restaurants		Retail		Wholesale		State and Municipal		Miscellaneous	
*	F	N F	F	N F	F	N F	F	N F	F	N F	F	N F	F	N F	F	N F	F	N F	F	N F	F	N F	F	N F	F	N F	F	N F	F	N F	F	N F
Total of all causes	25	2,413	3	125	13	421	2	454	5	933	--	303	2	177	--	65	16	610	2	178	9	213	2	144	7	511	1	114	9	320	3	482
Working Machinery	2	314	--	6	2	36	--	66	--	178	--	18	--	10	--	19	--	2	--	1	--	2	--	11	--	14	--	3	--	7	--	28
Boilers and Pressure Apparatus	1	5	--	-----	1	1	--	1	--	1	--	2	--	-----	--	-----	--	1	--	-----	--	-----	--	-----	--	-----	--	1	--	2	--	1
Pumps and Prime Movers	--	5	--	-----	--	-----	--	-----	--	5	--	-----	--	-----	--	-----	--	-----	--	-----	--	3	--	-----	--	1	--	-----	--	1	--	2
Transmission Apparatus	--	5	--	1	--	2	--	1	--	1	--	-----	--	-----	--	-----	--	-----	--	-----	--	-----	--	-----	--	1	--	-----	--	-----	--	3
Elevators and Hoists	--	6	--	2	--	-----	--	1	--	3	--	-----	--	-----	--	-----	--	-----	--	-----	--	1	1	3	--	6	--	-----	--	-----	--	7
Cranes and Derricks	4	86	1	7	2	18	1	20	--	32	--	8	--	1	--	1	--	7	--	1	--	-----	--	1	--	3	--	-----	--	3	--	3
Cars and Engines	2	51	1	6	1	8	--	2	--	11	--	23	--	1	--	-----	15	169	--	15	--	2	1	-----	1	5	--	-----	--	2	--	7
Motor Vehicles	1	91	--	1	--	2	--	3	--	22	--	3	1	60	--	-----	--	9	1	38	1	18	--	1	1	72	--	21	3	64	1	71
Other Vehicles	--	3	--	-----	--	-----	--	2	--	-----	--	-----	--	1	--	-----	--	-----	--	2	--	9	--	-----	--	19	--	1	--	15	--	16
Hand Trucks	--	54	--	4	--	13	--	13	--	18	--	6	--	-----	--	1	--	21	--	3	--	3	--	1	--	5	--	2	--	-----	--	5
Water and Air Craft	--	-----	--	-----	--	-----	--	-----	--	-----	--	-----	--	-----	--	-----	--	-----	1	1	--	-----	--	-----	--	-----	--	-----	--	-----	--	-----
Handling Objects—By Hand	--	627	--	26	--	122	--	127	--	268	--	62	--	22	--	16	--	129	--	36	--	41	--	34	--	127	--	42	1	47	--	89
Hand Tools	--	249	--	10	--	46	--	35	--	65	--	56	--	37	--	2	--	80	--	13	--	27	--	14	--	49	--	7	--	35	--	30
Electricity	--	19	--	-----	--	2	--	4	--	9	--	3	--	1	--	-----	--	-----	--	8	7	13	--	-----	--	6	--	-----	1	-----	--	3
Explosive Substances	3	17	1	2	--	2	--	4	2	4	--	2	--	3	--	1	--	3	--	2	--	-----	--	2	2	12	1	1	--	3	1	7
Hot and Corrosive Substances	2	165	--	21	1	26	--	58	1	38	--	14	--	8	--	6	--	10	--	2	--	9	--	22	1	25	--	4	--	9	--	11
Falling Objects	2	215	--	11	--	41	1	48	1	85	--	24	--	6	--	5	1	21	--	9	--	16	--	3	--	89	--	7	--	19	--	15
Falls of Persons	6	225	--	11	5	56	--	23	1	78	--	45	--	12	--	7	--	78	--	23	1	35	--	36	2	49	--	16	2	59	--	88
Stepping upon or Striking Against Objects	1	159	--	11	--	31	--	26	--	66	--	16	1	9	--	6	--	43	--	9	--	14	--	12	--	3	--	7	--	16	--	35
Miscellaneous	1	117	--	6	1	15	--	20	--	49	--	21	--	6	--	1	--	37	--	15	--	20	--	4	--	25	--	2	2	38	1	61

*F=Fatal. N. F.=Non-Fatal.

FIVE-YEAR COMPARATIVE STATEMENT OF ACCIDENTS REPORTED

Month	1923			1924			1925			1926			1927		
	Fatal	Non-Fatal	Total	Fatal	Non-Fatal	Total	Fatal	Non-Fatal	Total	Fatal	Non-Fatal	Total	Fatal	Non-Fatal	Total
January	223	16,710	16,933	233	15,280	15,513	200	15,339	15,539	150	12,815	12,965	170	14,497	14,667
February	221	15,276	15,497	181	14,812	14,993	171	14,208	14,379	149	11,958	12,107	184	13,101	13,285
	444	*31,986*	*32,430*	*414*	*30,092*	*30,506*	*371*	*29,547*	*29,918*	*299*	*24,773*	*25,072*	*354*	*27,598*	*27,952*
March	222	15,653	15,875	212	15,989	16,201	158	15,517	15,675	185	15,606	15,791	164	14,332	14,496
	666	*47,639*	*48,305*	*626*	*46,081*	*46,707*	*529*	*45,064*	*45,593*	*484*	*40,379*	*40,863*	*518*	*41,930*	*42,448*
April	196	16,689	16,885	151	13,931	14,082	180	14,251	14,431	144	14,249	14,393	169	12,693	12,862
	862	*64,328*	*65,190*	*777*	*60,012*	*60,789*	*709*	*59,315*	*60,024*	*628*	*54,628*	*55,256*	*687*	*54,623*	*55,310*
May	226	17,384	17,610	157	13,940	14,097	170	14,523	14,693	171	14,521	14,692	173	12,869	13,042
	1,088	*81,712*	*82,800*	*934*	*73,952*	*74,886*	*379*	*73,838*	*74,717*	*799*	*69,149*	*69,948*	*860*	*67,492*	*68,352*
June	188	17,433	17,621	175	14,324	14,499	194	15,656	15,850	163	15,233	15,396	190	13,441	13,631
	1,276	*99,145*	*100,421*	*1,109*	*88,276*	*89,385*	*1,073*	*89,494*	*90,567*	*962*	*84,382*	*85,344*	*1,050*	*80,933*	*81,983*
July	221	17,749	17,970	185	14,917	15,102	178	16,440	16,618	190	15,586	15,776	178	12,548	12,726
	1,497	*116,894*	*118,391*	*1,294*	*103,193*	*104,437*	*1,251*	*105,934*	*107,185*	*1,152*	*99,968*	*101,120*	*1,228*	*93,481*	*94,709*
August	216	18,452	18,668	187	14,661	14,848	188	15,141	15,329	183	16,513	16,696			
	1,713	*135,346*	*137,059*	*1,481*	*117,854*	*119,335*	*1,439*	*121,075*	*122,514*	*1,335*	*116,481*	*117,816*			
September	173	15,504	15,677	167	14,230	14,397	141	14,428	14,569	231	15,866	16,097			
	1,886	*150,850*	*152,736*	*1,648*	*132,084*	*133,732*	*1,580*	*135,503*	*137,083*	*1,566*	*132,347*	*133,913*			
October	207	17,380	17,587	180	15,839	16,019	155	13,982	14,137	166	16,389	16,555			
	2,093	*168,230*	*170,323*	*1,828*	*147,923*	*149,751*	*1,735*	*149,485*	*151,220*	*1,732*	*148,736*	*150,468*			
November	163	15,532	15,695	194	13,389	13,583	133	12,273	12,406	181	14,849	15,030			
	2,256	*183,762*	*186,018*	*2,022*	*161,312*	*163,334*	*1,868*	*161,753*	*163,626*	*1,913*	*163,535*	*165,498*			
December	156	14,261	14,417	187	14,018	14,205	141	12,612	12,753	203	14,699	14,902			
Totals	*2,412*	*198,023*	*200,435*	*2,209*	*175,330*	*177,539*	*2,009*	*174,370*	*176,379*	*2,116*	*178,284*	*180,500*			

NOTE:—The figures in italics represent the cumulative totals by month under each classification.

Commonwealth of Pennsylvania

DEPARTMENT OF LABOR AND INDUSTRY

DIRECTORY OF OFFICES

MAIN OFFICES

Harrisburg: ....Office of the Secretary,
Industrial Board,
Workmen's Compensation Board,
Bureau of Employment
Bureau of Industrial Relations,
Bureau of Industrial Standards,
Bureau of Inspection,
Bureau of Rehabilitation,
Bureau of Statistics,
Bureau of Workmen's Compensation,
Bureau of Women and Children,
State Workmen's Insurance Fund,

BRANCH OFFICES

Allentown: ....Lehigh Valley State Employment Office,
529 Hamilton Street.
State Workmen's Insurance Fund,
304 Colonial Building.

Altoona: ....Cooperative State Employment Office,
Post Office Building.
Bureau of Inspection,
Bureau of Rehabilitation,
Workmen's Compensation Referee,
Commerce Building.
State Workmen's Insurance Fund,
Central Trust Building.

Dubois: ....Bureau of Rehabilitation,
311 Deposit National Bank Building.

Erie: ....State Employment Office,
1026 French Street.

Franklin: ....State Workmen's Insurance Fund,
412 Franklin Trust Building.

Greensburg: ....State Workmen's Insurance Fund,
309 Coulter Building.
Workmen's Compensation Referee,
608 First National Bank Building.

Harrisburg: ....State Employment Office,
Second and Chestnut Streets.

Johnstown: ....State Employment Office,
219 Market Street.
State Workmen's Insurance Fund,
910 U. S. National Bank Building.

Kane: ....Workmen's Compensation Referee,
Kane Trust and Savings Building.

Lancaster: ....Cooperative State Employment Office,
Y. M. C. A. Building.
Bureau of Inspection,
Workmen's Compensation Referee,
Woolworth Building.

McKeesport: ....Cooperative State Employment Office,
Y. M. C. A. Building.

Meadville ....Bureau of Inspection,
Masonic Building.

New Castle: ....Cooperative State Employment Office,
Y. M. C. A., West Washington Street.

Oil City: ....Cooperative State Employment Office,
Y. M. C. A. Building.

Philadelphia: ....State Employment Office, (Main Office)
Bureau of Rehabilitation,
1519 Arch Street.
Bureau of Inspection,
Bureau of Workmen's Compensation,
Workmen's Compensation Referee,
Workmen's Compensation Board,
Manhatten Building, Fourth and Walnut Streets.
State Employment Office for Women,
Bureau of Women and Children,
1924-26 Chestnut Street.
State Workmen's Insurance Fund,
1004 Commercial Trust Building.

Pittsburgh: ....Bureau of Inspection,
Bureau of Rehabilitation,
Bureau of Workmen's Compensation,
Workmen's Compensation Referee,
Fulton Building.
State Employment Office,
622 Grant Street.
State Workmen's Insurance Fund,
401 Park Building.

Pottsville ....Bureau of Rehabilitation
Workmen's Compensation Referee,
1 Ulmer Building.
State Workmen's Insurance Fund.
Baird Building.

Reading: ....State Employment Office,
108 North Fifth Street.

Scranton: ....State Employment Office,
116 Adams Avenue.
Bureau of Inspection,
Workmen's Compensation Referee,
State Workmen's Insurance Fund,
Union National Bank Building.

Sunbury: ....State Workmen's Insurance Fund,
Sunbury Trust and Safe Deposit Building.

Wilkes-Barre: ....Bureau of Rehabilitation,
Workmen's Compensation Referee,
Coal Exchange Building.

Williamsport: ....Bureau of Inspection,
707 First National Bank Building.
Workmen's Compensation Referee,
311 First National Bank Building.
Cooperative State Employment Office,
Y. M. C. A. Building,
343 West Fourth Street.

York: ....Bureau of Workmen's Compensation,
Central National Bank Building.

Note—State Employment offices are conducted in cooperation with the United States Employment Service.

LABOR AND INDUSTRY

Published monthly by
DEPARTMENT OF LABOR AND INDUSTRY
COMMONWEALTH OF PENNSYLVANIA
CHARLES A. WATERS, *Secretary.*

VOL. XIV OCTOBER, 1927 NO. 10

Contents

Page

Industry Harbors a Dangerous Pest 3
HARRY D. IMMEL, Director Bureau of Inspection

Every Foreman a Safety Director 4
F. J. O'CONNOR, E. I. Du Pont de Nemours and Company

Industrial Board Regulations and Interpretations 9

Workmen's Compensation Board Decisions 11

Departmental Notes 17

Review of Industrial Statistics 17
Prepared by the Bureau of Statistics

Five Year Comparative Statement of Accidents Reported 34

Directory of Offices 35

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INDUSTRY HARBORS A DANGEROUS PEST

By Harry D. Immel

Director, Bureau of Inspection

Examination of recent accident reports shows anew that Pennsylvania Industry is harboring a serious pest, the practical joker. While the Japanese beetle is bad enough in its way, it at least has gained the sort of attention that gives some promise of its extermination. The practical joker in industry needs the same sort of recognition.

In a foundry in Hamburg a few weeks ago, a practical joker attached an electric wire to the dinner pail of a youthful fellow worker. The boy picked up the pail and fell dead from electric shock.

In York quite recently a practical joker saw an end of waste hanging from the pocket of a garage employe's overalls and thought it would be amusing to apply a match to it. The waste was saturated with gasoline and the man's overalls were oil soaked. In an instant his clothing was in flames and he was badly burned.

At Steelton not long ago a quarry worker was fatally burned by the prank of another worker who filled a tin can with gasoline, shoved it behind the unsuspecting victim, and tossed a match into the liquid.

A worker in a Reading plant some months ago applied an air hose to the body of another worker, who died in agony from the injuries sustained.

These are outstanding cases culled from records of industrial accidents covering a comparatively brief period.

They of course have no real claim to classification as accidents. They should stand as wilful acts of violence and should be punished in the courts in such a manner as to effectually discourage all practical jokes.

Innumerable lesser cases could be cited, as the pulling of a chair from under a girl worker, with resulting injury to her spine; the placing of tacks on seats, and a variety of electrical pranks.

A fact entirely disregarded in this latter class of "jokes" is that even one hundred and ten volts of electricity can be deadly under certain conditions. Electricity is anything but safe to play with.

The dangers of hazing have been so fully stressed in schools that today it is quite generally discouraged by strict regulations there. Hazing of apprentices in industry, a common practice, should, with even more reason, have the same treatment. Promoters of industrial safety recognize that to reduce accidents, the new employe must be taught to be careful from the moment he enters the plant. Hazing that involves possibility of injury goes directly counter to this aim and starts the new worker off in exactly the wrong way.

Linked with practical joking as a producer of entirely unnecessary industrial accidents is horseplay in the factory. The records of the Pennsylvania Department of Labor and Industry contain among other accidents of this type, the case of a worker pushed into a machine "in play" with a consequent loss of several fingers; of another thrown against a machine in a wrestling match in a factory aisle, and sent to the hospital with a dislocated arm. The lesson of course is that the factory is a dangerous playhouse. Concentration and mental alertness are required of the machine worker to avoid accidents under the most favorable conditions. Horseplay in factory surroundings is an invitation to accidents.

The factory rowdy and practical joker sometimes can be dealt with by the Department of Labor and Industry, or by local law officers, but only after the damage is done: after some particular act has resulted seriously. Largely it is up to industry itself to put the ban on this sort of accident making. Shop discipline should take cognizance of it. No agency, however, can deal with it so well as the workers themselves. A nuisance wherever they are found; in industry, the practical joker and the rowdy become a real menace. In their removal every safety seeker should participate.

EVERY FOREMAN A SAFETY DIRECTOR*

By F. J. O'Connor

E. I. du Pont de Nemours and Company

Some two generations ago when a large part of American industry was in the hands of partnerships or of individual owners, the dominant figure about the factory was the owner himself. He did most of the planning, all of the buying, much of the layout work, considerable of the hiring and discharging, and did not hesitate at any time to give orders direct to his employes.

The position of foreman was not one of importance under such conditions, and rarely did he carry the burden of the shop except when the owner was actually absent. But as American business grew and expanded through consolidations and combinations, and became Big Business, this great individual personality of the older day was graduated into corporate ownership, or easily faded from the picture insofar as actual participation in the work was concerned. Clearly defined organization took his place in which responsibility was unmistakably established, and authority commensurate with that responsibility was given.

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*Address delivered June 24, 1927, before Atlantic Coast Safety Congress, Philadelphia.

In this newer scheme of organization, the job of the foreman had a definite place, and it has continued to grow in importance. The foreman is no longer the man handling a few laborers or mechanics in a yard or shop, lending a hand here and there, sometimes doing part of the regular work, sometimes repairing broken down machinery,—continually dwarfed by the driving personality of the Big Boss, and in many instances fearful of him. But he is today that man selected from among his fellows because of his knowledge of men, for his qualities of leadership, for his executive ability, and because he possesses those attributes that go to make his selection as foreman easily foreseen.

Yet throughout this transition in business the one fundamental thing about the foreman, either of the older school or of the newer era is that he must know his trade or his job. He must love his trade, his tools, his machines, and the work he supervises each day; and in this age he must be the diplomat, the sympathetic listener, the square leader ready at all times to go to the front for his men's inherent trade rights, and still be in a position to discipline these same men if the need arises. And, in addition to these personal characteristics, the foreman of today is that point of direct contact between management and men, for transmitting to the employes whatever policies the ownership desires sent down the line. He is that lever upon which the management leans in times of intensive competition for increased production to the end that larger contracts may be secured, or new business gotten from the field.

This, then, is the Foreman. What is his job?

Is it wholly production? Not necessarily, but production is one of the primary essentials of his job, and this means quality, workmanship, delivery within the specified dates, low costs, at a profit, and with a sensible regard for the physical upkeep of the plant and equipment, and for the health and safety of all employes. And today the safety of all the employes is irrevocably tied into production just as much as low costs, reduction of overhead, accurate timekeeping, layout work, or estimating jobs. Therefore, if the foreman is to be universally successful, he must recognize safety as a part of his job; and as his gang grows larger, as his work becomes more diversified, his hazards will increase, and in meeting and overcoming these hazards he becomes a directing factor in the safety policy of the plant.

Safety, then, is an integral part of the job, and if the foreman is to put over the plant manager's program, he must believe in safety and recognize its worth.

How is the foreman going to become this directing factor in the safety policy of the plant, and how is he going to put this program over?

First, by education. This education is necessarily a slow process because gangs have distinctive types: old timers, new comers, and temporary help.

With the old timer, there is apt to be some difficulty at first because these men have learned their trades and their jobs in industry when men were supposed to stand up to hardships, when chance taking or even dare-devil stunts were more or less an accepted part of the day's work, and when running to a doctor with cuts and bruises was considered an indication of weakness on the part of any workman. But once the old timer has been converted, once he has been made to realize that retaining the possession of his full earning capacity is to his financial advantage, and to the advantage of his family, he becomes, in his maturity of sense and judgment, the best type of safety man in the gang.

The new comer presents a real problem to the foreman. For this man has to be educated from the rudiments up. The foreman in his case should show him carefully what the plant as a whole is attempting to do in the safety line and just what part his department is playing in that attempt. Then he should have the new comer read the departmental safety rules, should show him the hazards peculiar to the shop or building in which he is to work, should give him a real, sincere, heart to heart talk about learning the work thoroughly, and "thoroughly" includes safety to himself and to the rest of the gang. He should give him goggles, if they are needed; rubber gloves for electrical or chemical work, if requisite; warn him against wearing loose or ragged clothing; caution him about "kidding"; tell him who is and who is not to start electrical appliances or elevators, and so on. Emphasis should be put on the dangers likely to be met in connection with the kind of work he is going to do. The foreman should then turn his new comer over to one of the old timers for the breaking-in process, and the foreman should later check up on this young fellow's absorption of the safety part of his work as well as on his progress with the other branches of his job. He should, of course, talk to the chap's mentor and find out from him if the original lessons have taken root. From this the foreman should be in a position to judge whether or not the new comer has the "makings."

The crew that has been hastily hired and hastily distributed through the plant to help to get out rush orders or to hurry along new construction is, perhaps, the most difficult to handle, particularly if they have been working in factories or on jobs where safety has not been thoroughly implanted. This type has the feeling that they have been taken on merely to tide over the spurt in business and they don't propose to exert themselves, either in working or in piling up safety records. Their interest is not in their present employment. So this class brings out the very best tact and judgment that the foreman has because he, too, knows that when the first lull in business comes, these are the men who will be laid off. But, nevertheless, he also knows that if in the meantime any of them gets hurt it means broken safety records and expensive compensation; and some of these gentlemen, unfortunately, are not averse to subsisting on compensation payments.

Second, the foreman becomes this directing factor in the safety policy of the plant by example.

Being a believer in the safety side of his job, he must at all times set an example to the rest of the crew. If any man in the gang sees his foreman, who is constantly preaching safety, taking chances, for example, using an old dilapidated ladder lying around one of the jobs, simply because all the good ladders are in the rack over at the paint shop at the other end of the plant, the workmen will lose confidence in the foreman's sincerity of purpose, and he, too, will take chances.

In the third place, the foreman becomes the directing factor in the safety policy of the plant by constant check-up, not alone on the men but on the machinery, on the equipment, and on the tools for the definite purpose of eliminating those hazards which are sometimes facetiously labeled "Risk of Employment," "Lack of Supervision," "Defective Equipment" for want of better descriptions.

As the foreman is supposedly the best man in the outfit, and as he travels over the entire field of his men's activities, he should the more easily detect the unsafe practices of the men: of lacing or putting on belts while machinery is in motion, of not wearing goggles on jobs dangerous to the eyes, of climbing between freight cars, of using broken tools, of not flagging crossings, of climbing fences for short cuts, of using fire appliances for purposes foreign to their intended use; and the unsafe conditions of slippery floors, of protruding set screws on revolving shafting, of blocked fire escapes, of rotted planks in the ramps, of filthy wash rooms, of tripping hazards, of defective railings, of inoperative elevator gates, and of unguarded machinery.

And again, by holding small safety meetings among his men either with the whole gang or with smaller groups, and by talking to them, not as an orator or speech maker, but in language that they understand; by discussing with them some accident that may have happened in another department, and pointing out to them how a repetition of that occurrence can be prevented in their own area. At these meetings, the wise foreman will encourage the men to talk, to voice their complaints if there are any, to advance their ideas on safety, many of which will, or course, be both crude and impractical at first, yet out of which some germs of good ideas may come eventually.

And still again, by the investigation of all accidents, even the minor ones, that occur in his shop or building, and making out reports of these for his superintendent, in which reports the cause of the accident should be clearly stated and the responsibility therefor definitely placed. And this, of course, must be done impartially whether the blame is to fall upon the unfortunate victim of the accident, upon the carelessness or negligence of some fellow workman, upon the omissions of the foreman himself, or upon the management for tolerating the condition which made the accident possible.

And once more, by service upon the Plant Safety Committee, where the foreman can see at first hand how things are done by this more direct agency of the management. Here he comes into contact with some of the executives of the factory, and he can get their perspective. He can observe how bigger men meet and solve bigger problems. And if the foreman watches intently and listens carefully, he can translate enmasse the Plant Safety Committee's whole theory and practice right over into his own smaller gang meetings.

And, lastly, the foreman can become this directing factor in the safety policy of the plant by the skillful handling of his men; and this means nothing more nor less than that a good foreman is a good psychologist. I suppose if we called some of the foremen of the older generation psychologists, they would have thought we were swearing at them. But you, you who handle men, know what this means:—driving this man, coaxing that one, jollying the other one, taking a sympathetic interest in that one's family sickness, inaugurating competition between this little group and that one. Just as the foreman studies the palpable weaknesses of his men in their work with the idea of correcting such weaknesses, and just as he watches for outstanding demonstrations of loyalty and superior workmanship for the purpose of rewarding such exhibitions, so too, should he study and watch his men for clumsiness, for recklessness, for carelessness, and for horseplay, with the idea of converting the authors of these indifferences to safety regulations into safe, dependable working men.

Yes, the foreman is the small neck of the bottle through which all the policies of the plant managers or of the Plant Safety Committee must pass, and where in this narrow passage their full meaning is carefully studied and digested, and then broadly disseminated through the gang.

He is not only a carrier of safety thought, he is the outstanding Director of Safety in the Plant Organization.

INDUSTRIAL BOARD

The following regulations and interpretations were approved by the Industrial Board August 17, 1927.

REGULATIONS

1. Elevator Regulations.

A. Rule 225 (c) (A.I.) changed to apply to existing installations only, and the following amendment inserted to cover new installations:

> The cars of passenger elevators shall have trap doors located in the top enclosure of such size as to afford an easy means of egress for passengers. Where two (2) or more cars are operating in contiguous shaftways, additional means of egress shall be provided in the sides of the cars.

B. Rule 242 (a) (A.I.) amended to read:

> The shaftways of freight elevator, where required to be of fire resistive construction, shall be equipped at floor landings with approved fire resistive landing doors. Such landing doors shall be mounted on the interior walls of the shaftway except that they may be mounted on the exterior walls of the shaftway if the entrances thereto are further protected by standard gates as specified in Rule 243. Vertical or horizontal sliding or rolling doors may be opened but shall not be closed by independent power, except where the mechanism employed has been approved by the Industrial Board. *Doors of the swinging type shall be mounted so that the inside surface of the door is not more than four (4) inches from the inside surface of the door sill.* The width of the shaftway opening when the landing door is in a fully open position shall not be greater than the width of the car opening.

C. Rule 263 (c) (N.I.) amended to read:

> The diameter of all sheaves or drums *for power driven dumb-waiters* shall be at least forty (40) times the diameter of the cables used.

2. Regulations for Cranes and Hoists.

A. Title of Article 4 of present regulations changed to read:

"Locomotive Cranes *and Power Shovels.*"

B. The paragraph immediately following the title of Article 4 changed to read:

> The following special requirements for locomotive cranes shall not be construed as exclusive of any of the general requirements contained in Article 1 of these regulations *and shall apply to power shovels as well.* In cases of direct conflict, these requirements shall govern.

C. Title of Rule 204 changed to read:

"Special Requirements for Locomotive Cranes *and Power Shovels.*"

D. Rule 201 (d) amended to read:

> An approved foot or hand operated gong, or other effective warning signal, shall be placed in a location convenient to the operator and shall be securely fastened. *In establishments where continuous loud noises prevail such as caused by the operation of pneumatic tools, steam exhaust from boilers, etc., siren signals shall be installed on cranes, or one or more employes shall be placed on the floor of each crane operated to give warning to other employes of the approach of a crane with a load. Where there are more than two cranes on the same runway or within the same building structure, signaling devices are not required if a man is placed on the floor for each crane to give warning to other employes of the approach of a crane with a load.*

INTERPRETATIONS

1. Elevator Regulations.

A. Interpretation of Rule 246 (b) (A.I.) to read:

> Where freight elevators are provided with button control requiring constant pressure to operate the car and where such operating buttons are located only in the car and not on the landing side of the shaftway it is considered that the requirements of Rule 246 (b) (A.I.) apply in the same manner as to car switch control elevators.

2. Regulations for Cranes and Hoists.

A. Interpretation of term "cast iron:"

> That the term "cast iron," as used in the regulations for Cranes and Hoists, shall include malleable iron.

Note: Amendments to existing regulations are indicated by italics.

WORKMEN'S COMPENSATION BOARD DECISIONS

VITALE *v.* STATE WORKMEN'S INSURANCE FUND

Pennsylvania Workmen's Compensation Law not extraterritorial. Claim for compensation for an injury sustained by an employe while traveling in the adjoining State of Ohio disallowed.

OPINION BY COMMISSIONER FLEITZ

Claimant is the wife of Joseph Vitale, decedent, who was an employe of the defendant, the Vitale Fireworks Mfg. Co., of Newcastle, Penna. He was employed as a salesman, collector, and foreman in the said factory, and it is presumed that his work necessitated his travelling in the State of Ohio. On June 16, 1926, he was injured by an explosion of a bomb while present at a fireworks demonstration conducted by defendant at Youngstown, Ohio, on that day, and died the following day as a result of the said injury. The case came before the Referee on claim petition and answer filed thereto, and after hearing the Referee dismissed the petition on the ground that the accident which caused claimant's death occurred at Youngstown, Ohio, outside the boundary of the State of Pennsylvania; that under the compensation law he had no jurisdiction to entertain the petition. The claimant has appealed, alleging error of law on the part of the Referee. Ground for claimant's appeal is contained in the fact that deceased was insured under compensation insurance taken out by the defendant in agreement with the State Workmen's Insurance Fund, under Policy No. 53124, and the said policy was introduced in evidence at the time of the hearing. Section IV of the same contains the following provision:

> "To pay all compensation, and provide all medical, surgical, or hospital aid which may be due under the compensation Act of Pennsylvania, or under the Compensation Act of any other State, on account of an accident which occurs beyond the limits of this Commonwealth, to a salesman, collector, driver, chauffeur, millwright, or inspector employed by this employer, within this Commonwealth, but whose duties in the course of his employment may require his presence in other states."

Section 1, Act of June 2, 1915, P. L. 736, provides:

> "That this Act shall be called and cited as the Workmen's Compensation Act of 1915, shall apply to all accidents occurring within this Commonwealth, irrespective of the place

> where the contract of hire was made, renewed, or extended, and shall not apply to any accident occurring outside of the Commonwealth."

This portion of the Act has been construed by the Board in Gringeo *v.* Rutherford & Mignotti, 4 W. C. B. 176. We have also recently decided a case which occurred under similar circumstances, that of Mrs. Lillian Josephine Paul *v.* W. W. Lawrence Paint Company, not yet reported.

We are of the opinion, notwithstanding the within quoted clause in the present insurance policy, no contract or agreement between an insurance company and the assured can change the jurisdiction of the Workmen's Compensation Board. It is manifestly the law under the foregoing citation that the jurisdiction of the Compensation authorities of Pennsylvania is limited to accidents happening within this Commonwealth.

We affirm the findings of fact, conclusions of law, and order of the referee dismissing the claim petition, and dismiss the claimant's appeal.

SAMES *v.* BOROUGH OF PERKASIE

A voluntary fireman injured while participating in a fire drill. Held to have been in the course of his employment when injured and entitled to an award of compensation.

OPINION BY HOUCK, Chairman

The claimant's deceased husband was a volunteer fireman and a member of the Volunteer Fire Department of the Borough of Perkasie. An arrangement for a test was made between the Chief of the Quakertown Fire Company and the chiefs of a number of neighboring communities, including Perkasie. The Chief of the Perkasie Fire Company was notified by the Chief of the Quakertown Company that a test alarm would be sounded at 7:30 o'clock in the evening on April 1, 1926. The chief of each community taking part in the test was supposed to send in an alarm and to direct the companies to proceed to Quakertown. The fact that the test was to take place was not communicated to the individual members of the Perkasie Fire Department and the purpose of the test was for the benefit of all the fire departments partaking therein. On April 1, 1926, about 7:35 P. M. the Burgess of Quakertown, in accordance with instructions from the Chief of the Quakertown Fire Company, telephoned to the neighboring companies. The message was received by the Chief of the Perkasie Fire Company who caused an alarm to be sounded and then proceeded to the fire company house. He instructed the apparatus to proceed to Quakertown and he went first in the automobile of the Chief to direct the route. While proceeding to Quakertown the fire apparatus sideswiped a telephone pole and the claimant's husband, who was riding on the apparatus, and another volunteer fireman, also a member of the Perkasie Department, received injuries which proved fatal. The claimant filed a claim petition claiming compensation from the Borough of Perkasie.

The referee disallowed this claim on the ground that at the time of the accident the decedent was not an employe of the defendant but a loaned employe of the Quakertown Fire Company. The claimant appealed and the Board remitted the record to the referee in order that the liability of the Borough of Quakertown might be litigated in the same action. A claim petition was then filed against the Borough of Quakertown and the referee awarded compensation against it. From that award the defendant appealed. We are now to decide on all these appeals which borough, if any, is liable to the claimant.

The claimant's deceased husband is an employe under the Workmen's Compensation Act by virtue of the Supplement approved May 14, 1925, P. L. 714, which provides as follows:

> "Section 1. Be it enacted, etc. That in addition to those persons included within the definition of the word "employe," as defined in section one hundred and four of the act to which this is a supplement, there shall be included all members of volunteer fire companies of the various cities, boroughs, incorporated towns, and townships, who shall be and are hereby declared to be "employes" of such cities, boroughs, incorporated towns, townships for all the purposes of said act, and shall be entitled to receive compensation in case of injuries received while actually engaged as firemen or while going to or returning from any fire which the fire companies of which they are members shall have attended."

This Act, it will be noted, provides that volunteer firemen of the various boroughs are declared to be employes of such boroughs for all the purposes of the Compensation Act, and are entitled to compensation in case of injuries received while actually engaged as firemen or while going to or returning from any fire. The defendant contends that the claimant's deceased husband was not going to or returning from any fire. This is true, but the Act goes further and provides compensation for volunteer firemen injured while actually engaged as firemen. There can be no doubt that the decedent was actually engaged as a fireman while respond-ing to this test alarm. It follows that he was an employe and that his dependents are entitled to compensation.

The remaining question is which borough is responsible for the payment of compensation. Entirely apart from the provisions of the Supplement quoted above, which provides that volunteer firemen shall be considered employes of the Borough in which the Fire Company is located, we have no hesitancy in concluding that the decedent was an employe of the Borough of Perkasie. The evidence shows that the test alarm in this case was not intended solely for the benefit of Quakertown and that that Borough was selected because of its central location. The test was primarily for the benefit of all the participating companies. That it was a test alarm was known or should have been known by the Chief of the Perkasie Department and we do not see how it could be held that the Perkasie firemen were loaned as employes to Quakertown when making this test. Therefore, in accordance with the power vested in the Board by the Amendatory Act of 1919 (Vorbnoff *v.* Mesta Machine Co., 286 Pa. 199) the Board now finds as a fact that the claimant's deceased husband at the time of the accidental injury was an employe of the Borough of Perkasie and not of the Borough of Quakertown. It follows that the Referee's disallowance in this case must be reversed and compensation must be awarded.

AWARD

Compensation is awarded and the defendant's insurance carrier, the American Casualty Company, is directed to pay

TO JUSTINA SAMES, the claimant, towards the expenses of the decedent's last sickness and burial	$100.00
TO JUSTINA SAMES, the claimant, 50% of the maximum weekly wage of $20.00, or $10.00 per week from April 11, 1926, to January 10, 1932, the end of the 300 week period	$3000.00
TO THE GUARDIAN OF DOROTHY SAMES, 15% of the maximum weekly wage of $20.00, or $3.00 per week from January 10, 1932, to April 10, 1942, when Dorothy becomes 16 years old, a period of 534 weeks and five (5) days	$1604.14
Total award	$4704.14

AUNKST v. STATE WORKMEN'S INSURANCE FUND

Occupational disease. Disability arising from irritation of the nasal passages and mouth caused by contact with a spraying solution containing lime. Held not compensable, condition having been of gradual development extending over a period of several months.

OPINION BY COMMISSIONER MORRISON

This is an appeal by the defendant from "all" the referee's findings of fact and in its specification of error says, "We allege that the testimony described a condition causing the disability suffered by this claimant, which, in our opinion, does not come within the meaning of the Compensation Act." In defendant's brief this is further narrowed to the allegation that claimant suffered from an occupational disease, not an accident.

From the claim petition and the testimony of claimant it appears he was engaged in driving a whitewash truck, and whitewashing barns of farmers who sold milk to the defendant company. The date of the alleged accident is given as October 5, 1926, "but caused no trouble until October 12, 1926." the claim petition says. While in describing the injury it is stated "by continual working with lime, an alkali burn occurred in the roof of mouth, forming an ulcer which rapidly enlarged." At the hearing claimant testified the spraying solution contained lime. He said he quit the employment of the defendant, October 21, 1926, on account of this alkali burn. Asked when he received this burn, he replied, "The first I noticed it was October 5, 1926."

Claimant had been working with the spray beginning in the latter part of August, working practically every day until October 5th, and "along about October 5th" the claimant first noticed it was irritating his nose and mouth. "My nose had been bleeding several times before October 5th. My nose would be clogged like and I would go out in the air and it would open up," the claimant testifies. At another place he testifies, "From October 5th, it started to bother me."

Dr. S. C. King, who treated claimant, testified, "I believe it was caused by continued inhaling of the lime solution." He had "deliberated some time before diagnosing." "I questioned him but got no history other than using the lime in the spray." Dr. King expressed the opinion that the inhalation from the spray which claimant was using in spraying these barns was conducive to the condition of his nasal passages. If there was an underlying condition of his nasal passages the effect of the spray would be to light it up. Asked if that condition were existing did he believe it would light it up he replied "Any mild irritation might light it up." "He did not give me a history of accident of an acute nature." Asked if the condition (rhinitis) developed slowly his answer was, "I believe it did." Dr. King said the condition could come from a systemic condition and his object in sending claimant to the hispital was because he (the witness) was "anxious to have a test made of his blood." Such a test was made and it was mildly positive. The condition he said, could be brought about by other causes and that the claimant ran some temperature at that time, suggestive of a cold, but notwithstanding, there were several things that probably caused a congestion of the nasal passages, he believed the spraying induced the condition.

Mrs. Bessie Aunkst, wife of claimant, stated that her husband complained for the first time about trouble with his nose and throat at the beginning of October.

This case is ruled by the Supreme court's decision in Mauchline *v.* State Workmen's Insurance Fund (279 Pa. 524, 10 Dep. Rep. 536). The two cases are very similar. In the Mauchline case compensation was refused by the court which laid down the principle that a condition brought on gradually from continued contact with smoke and fumes is not an accident in the meaning of the Workmen's Compensation Act. The court said:

> "To be an accident, within the Workmen's Compensation law, the injury must result from some undesigned event occurring at a particular time; this condition would be met in the instant case had the emphysema resulted from inhaling the smoke and fumes on the single occasion (Bursky *v.* Susquehanna Coal Co., 262 Pa., Eldridge *v.* Endicott J. & Co., 228 N. Y. 21, 20 A. L. R. p. 1 and note p. 4), but that is not shown. On the contrary the medical evidence indicates that such condition is normally of slow development and probably here came on gradually from continued contact with the smoke and fumes. If so, it was not an accident but the result of an occupational disease the risk of which the employe assumes and for which the statute provides no compensation (McCauley *v.* Imperial W. Co., et al., 261 Pa. 312; Lane *v.* Horn & Hardart B. Co., 261 Pa. 329; and see Jeffreys *v.* Charles H. Sager Co., 191 N. Y. S. 354)."

The medical testimony is sufficient to individuate the inhalation of the spray as the cause of the condition, despite there being systemic conditions which might produce the same result but the inhalation was over a period extending from August to October and, in view of the Mauchline decision the Board is obliged to find there was no accident, even though the claimant's disability was caused by his work.

The referee's findings of fact, in conflict with this opinion, are set aside, together with the conclusions of law and award. The appeal is sustained.

DEPARTMENTAL NOTES

The Department of Labor and Industry has issued, in mimeographed form, a Directory of Industrial Nurses in Pennsylvania. The directory is incomplete as it does not include all the industrial nurses in Pennsylvania, but names will be added from time to time as they are submitted to the Department for insertion.

The Bureau of Employment has issued a directory of the State Employment Offices. A copy of this directory may be secured by application to the Department of Labor and Industry.

The article on "Pennsylvania's Five-Year Experience with Anthrax" which appeared in the June, 1927, number of Labor and Industry called attention to the poster on anthrax which was being prepared for distribution to the industries of Pennsylvania by this Department.

This poster is 14 inches by 8½ inches in size and carries three illustrations of successive stages of a common form of anthrax. The illustrations appear in colors and are very striking. A few lines of text call attention to the precautions to be used to prevent the occurrence or minimize the effects of anthrax. The great value of this poster lies in the illustrations, as so many of the workers exposed to the possibility of contracting this disease are unable to read English.

Copies have been distributed to all companies which have reported anthrax as occurring among their employes in recent years, and an effort has been made to reach all other plants in which cases may occur.

While these posters were prepared especially for tanneries, and for the woolen and the hair industries, anyone interested in receiving copies will be supplied on application to the Department of Labor and Industry, Harrisburg.

REVIEW OF INDUSTRIAL STATISTICS

PREPARED BY

The Bureau of Statistics

THE LABOR MARKET

Little or no improvement was shown in the market demand for labor during August. The seasonal decline in employment in manufacturing industries during July has created an abundant surplus of workers in all lines, and since not all of the employes furloughed in July have been recalled, there was no necessity for employers to seek new help, and calls for workers at State employment offices during July and August fell off accordingly. The State employment offices reported for August, 1927, a total of 10,053 applicants for jobs. Openings numbered only 4,345 less than half enough to afford employment to those registered. Positions were secured during August for 257 men and 973 women, 36 per cent and 33 per cent respectively of the total number of male and female applicants. The ratio of applicants registered to every 100 openings was 231 in August compared with 221 in July. In August a year ago the ratio was 146 applicants to each 100 openings.

The food, clothing, and textile industries were more active than in July and calls for workers in these three groups were somewhat in excess of the supply. A plentiful supply of labor was reported available for all other industry groups.

Of the 9 cities in which full-time State employment offices are maintained, Harrisburg showed most opportunities for employment. The August ratio of applicants per 100 openings in the capital city was 122, the lowest ratio reported. Johnstown, Scranton, Erie, and Altoona offered next best opportunities for employment with ratios reported as 134, 160, 164, and 179 respectively.

Employment opportunities in Reading were fewer than in any other city. The Reading office reported nearly 12 applicants for every job open. Pittsburgh had 4 applicants for each job and Allentown had 2 applicants for each job open.

EMPLOYMENT, WAGES, AND HOURS WORKED,

Continuing the decline which began in April of this year, employment in manufacturing establishments in August showed a further slight reduction. Based on reports from 843 firms, total employment for August was 0.2 per cent lower than in July. Compared with August last year the volume of employment was 8 per cent lower. Throughout the year 1927 employment has been from 6 to 8 per cent below the levels of 1925 and 1926.

Earnings and operating time show marked improvement in August over July. In July, the usual midsummer dullness together with closings for holidays, vacations, inventories, and repairs wrought havoc with payrolls. Wage payments dropped 7 per cent and average earnings of workers were nearly 6 per cent less. In August, however, operating time gained nearly 3 per cent, and weekly earnings were nearly 5 per cent higher. Weekly earnings of 277,512 workers averaged $25.56 in August compared to $24.40 in July. Sharp reductions in wage payments were reported by 37 of 42 industry groups during July, while in August, 35 industry groups out of 47 showed gains in wage payments.

The metal industries suffered greatest wage losses in July, but promptly recovered the losses in August.

The heating appliance industry showed renewed activity and gains of 5 per cent in employment and 14 per cent in weekly earnings were reported.

Blast furnaces show no change in employment but working time in most plants was increased materially over last month. Earnings were 13 per cent higher than in July.

Increased earnings were reported by 9 of the 10 concerns in the iron and steel forgings group. Earnings of workers in 1 plant were the highest for any months so far this year.

Rolling mills continued to lay off men but earnings were much higher than last month. Weekly earnings for a few plants ran as high as $11.00 a week above the July average.

Earnings of workers in structural iron works, tin mills, and pipe and tube mills were considerably above the July figures.

The 10 per cent decrease in employment for the carpet and rug industry is due largely to the report of one firm in the Philadelphia area that closed down entirely during August. Normally this concern employes approximately 350 workers. Six other firms in carpet and rug group reported slightly decreased employment.

Larger payrolls were reported by 21 of the 34 firms in the clothing group. Shirt factories and men's garment shops seemed to be running full time.

Silk mills reported a much better month in August than in July. Average earnings were 9 per cent higher than in July. Thirty-three of the 41 firms reported weekly earnings of workers averaging $2.00 more than in July.

Woolen and worsted mills reported increased employment, a few working overtime. Business in this industry, with the possible exception of woolen yarns, seemed brisk.

Glass was the only industry of the building materials group to show improvement over July. Average weekly earnings in glass factories were $3.00 higher than in July. Many glass factories that were partially shut-down during July had fully reopened in August. Employment at brick kilns during 1927 has been running 6 to 10 per cent under the 1926 level.

The August volume of employment in the construction industry showed little change compared with July. The only gain reported was an 8 per cent gain on street and highway construction projects. No advances in wage rates were reported, and average weekly earnings in the building trades were practically unchanged.

One oil refinery called 800 workers back to work during August after a two months' lay-off.

Furniture factories again were busy following seasonal dullness in July.

Manufacturers of leather goods, especially those manufacturing leather baggage, reported improved business in August.

Fourteen shoe factories reported slight employment increases. Earnings were nearly 8 per cent higher than last month. Most factories are operating 5 days a week.

The August employment and wage reports from manufacturing concerns upon close analysis present a very encouraging business outlook. The reductions in employment and earnings during July seemed much more severe than the usual seasonal decreases. However, the general reaction in August and particularly the recovery in the metals group is a very favorable sign. With many large steel orders for early 1928 delivery in sight and with business in many other lines picking up rapidly, it is quite probable that the bottom of the recent depression in employment and wages, has been reached and an upward trend is confidently expected.

INDUSTRIAL ACCIDENTS AND COMPENSATION COSTS

There were 174 fatal and 13,660 non-fatal accidents reported to the Bureau of Workmen's Compensation during the month of August, 1927. The accident total for August compared with July shows a reduction of 3 fatalities but a gain of 9 per cent in the number of non-fatal injuries. Comparison of the August record with the accident report for August, 1926, however, shows that the totals of both fatal and non-fatal accidents for August, 1927, are respectively 5 per cent and 17 per cent lower than last year.

The decline in the number of non-fatal accidents during the last six months compared to last year has been remarkable. Starting in March, 1927, the monthly total of non-fatal accidents dropped 8 per cent below last year's figures and in each succeeding month even greater improvement has been shown. Fatal accidents, on the other hand, have shown an opposite trend.

A comparison of the accident totals for the first 8 months of 1927, with those for the corresponding period in 1926 follows:

	Fatal accidents	*Non-fatal accidents*
January to August, inclusive, 1927	1,399	107,141
January to August, inclusive, 1926	1,335	116,481
Gain (+) or loss (—) in 1927	+64 (5%)	—9,340 (8%)

In an accounting of the increased number of fatalities this year over last, it is found that accidents in coal mines are responsible for nearly the entire increase. Coal mining fatalities have shown a gain of 60 over last year, railroads an increase of 5, while the general industrial group shows a decrease of 1 fatality. The number killed in anthracite mines is 49 higher than last year, and in bituminous mines the number is 11 above last year's total.

Of the 174 workers reported killed during August, 26 were engaged in construction and contracting, 23 in manufacturing, 71 in coal mines (35 in anthracite and 36 in bituminous), 19 in transportation, 5 in public utilities, 3 each in quarrying, retail trade, and hotels and restaurants, 11 in government employ, and 10 in miscellaneous occupations.

The most prominent feature of the August fatal report is the comparatively low number of deaths in manufacturing industries. These dropped from 40 in July to 23 in August. Fatalities in the metal and metal goods industry were reduced from 25 in July to 13 in August.

Fatal accidents in the public utility, quarry, and trading groups also were less than in July. Sixteen of the 19 deaths in the transportation industry occurred on railroads, the same figure as in July.

Industry groups that showed a higher number of fatalities in August than July included: construction and contracting, bituminous mines, transportation, hotels and restaurants, state and municipal, and miscellaneous.

Falling objects, cars and engines, falls of persons, and motor vehicles, in the order named, were the leading causes of accidental deaths in industry during August. *Falling objects* were the cause of 50 deaths, or more than one-fourth of the total number reported. Forty-four of these were due to falling roof, face, and timber in coal mines, 4 to falling objects in construction work, 1 in the metal industry, and 1 in quarries.

Sixteen of the 29 killed by *cars and engines* were steam railroad employes, 8 were miners, 3 were engaged in metal manufacturing industries, 1 was a street railway employe, and 1 city traffic officer.

Falls killed 17 workmen, 8 of them in the construction industry.

Fourteen workers were killed by *motor vehicles* during the month. Seven of those killed were driving or riding in motor vehicles, and 7 were struck by automobiles while working on streets or highways.

Fatal injuries caused by falling objects and by cranes and derricks were higher than in July. Poor preparation of loads by hook-up men and the improper handling of loads by cranemen caused several fatalities. Deaths due to electric shocks, power and gas explosions, and falls of persons showed reductions. Other common causes of accidental death were about normal.

Four deaths were reported as being due to infected wounds.

Several very singular causes of death were reported during the month. One case was that of a carpenter, aged 61, who struck his finger with a hammer. The injury was so painful that it nauseated the man to the extent of causing violent vomiting. The straining effort accompanying the vomiting produced a hernia which became strangulated and the man died within two days.

A second case was that of a bakery truck driver, 27 years old, who after loading bread into his truck arose quickly from a kneeling position and in doing so fractured his knee and wrenched his leg badly. He died as a result of the injury within two days.

A third case and one of incomprehensible carelessness was that of a worker on a car construction gang who, during a lull in work, took a rest with his legs protruding over the track of a railroad siding. Apparently he fell asleep and a shifting engine ran over him.

The use of chairs and tables instead of step-ladders caused falls that resulted in 3 deaths.

The citation of cases to show carelessness could go on indefinitely.

Safeguarding the personal factor of either employer or employe is a difficult problem. The employer who permits workmen to work on a poorly constructed scaffold is equally culpable with the window-cleaner who does not use his safety belt, the chipper who fails to wear goggles, or the worker who fails to have minor cuts and bruises properly dressed. The accident reports show that a little more regard for safe practices on the part of both men and management would tend to reduce materially the monthly total of accidents.

During August, agreements for the payment of compensation were approved in 5,872 cases involving payments to injured workers or their dependents to the extent of $1,140,955 distributed as follows:

170 fatal cases	$484,986
273 permanent disability cases	271,678
5,429 temporary disability cases	384,291

Compensation awards for the first 8 months of 1927 total $8,954,965, or $510,644 (6%) more than the amount for the first 8 months of 1926.

The average duration of disability for temporary disability cases in August was 47 days compared with 55 days for the July cases.

Permanent injuries compensated during August included 51 eyes, 6 arms, 22 hands, 112 fingers, 65 phalanges, 13 legs, 13 feet, and 21 miscellaneous permanent disabilities.

REPORT OF ACTIVITIES OF STATE EMPLOYMENT OFFICES FOR THE MONTH OF AUGUST, 1927

Industries	Persons applying for positions			Persons asked for by employers			Persons sent to positions			Persons receiving positions		
	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
GRAND TOTAL	10,053	7,109	2,944	4,345	2,988	1,357	4,530	3,147	1,383	3,544	2,571	973
Total: Industrial Group (skilled)	3,564	2,614	950	1,356	946	410	1,403	966	437	919	686	233
Building and Construction	670	670	------	228	228	------	237	237	------	179	179	------
Shipbuilding	219	219	------	141	141	------	139	139	------	87	87	------
Chemicals and Allied Products	------	------	------	------	------	------	------	------	------	------	------	------
Clay, Glass and Stone Products	2	2	------	------	------	------	------	------	------	------	------	------
Clothing	16	5	11	16	7	9	10	4	6	5	3	2
Textiles	1	------	1	42	------	42	------	------	------	------	------	------
Food and Kindred Products	15	8	7	17	3	14	15	4	11	6	3	3
Leather, Rubber and Composition Goods	13	3	10	12	4	8	13	3	10	9	3	6
Lumber, Woodwork and Furniture	34	34	------	14	14	------	19	19	------	16	16	------
Paper and Printing	11	10	1	5	4	1	5	4	1	5	4	1
Metals and Metal Products	856	856	------	369	369	------	341	341	------	250	250	------
Mines and Quarries	5	5	------	6	6	------	6	6	------	6	6	------
Transportation and Public Utilities	329	302	27	70	68	2	80	77	3	50	50	------
Hotels and Restaurants	199	61	138	103	29	74	98	31	67	68	23	45
Wholesale and Retail Trade	211	73	138	89	17	72	94	17	77	66	13	53
Miscellaneous	983	366	617	244	56	188	346	84	262	172	49	123
Total: Other Groups	6,489	4,495	1,994	2,989	2,042	947	3,127	2,181	946	2,625	1,885	740
Professional and Technical	455	373	82	117	95	22	142	114	28	65	55	10
Agriculture	26	26	------	17	17	------	21	21	------	11	11	------
Semi-Skilled	2,110	1,007	1,103	778	242	536	821	287	534	570	211	359
Unskilled	3,091	2,949	142	1,576	1,543	33	1,652	1,614	38	1,492	1,463	29
Casual and Day Workers[1]	807	140	667	501	145	356	491	145	346	487	145	342
July, 1927	9,515	6,697	2,818	4,297	3,127	1,170	4,447	3,243	1,204	3,659	2,744	905
June, 1927	14,314	9,277	5,037	6,515	4,511	2,004	6,834	4,724	2,110	5,653	4,089	1,564
May, 1927	11,955	7,991	3,964	6,637	4,551	2,086	6,746	4,788	1,958	5,654	4,124	1,530
August, 1926	9,955	6,941	3,014	6,805	5,010	1,795	6,604	5,049	1,555	5,542	4,326	1,216
August, 1925	10,671	7,632	3,039	6,201	4,688	1,513	6,459	5,023	1,436	5,466	4,304	1,162
August, 1924	9,929	7,223	2,706	5,450	4,150	1,300	5,774	4,515	1,259	4,931	3,888	1,043

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[1] The placement of each casual or day worker is recorded for only one (1) placement per week.

EMPLOYMENT AND WAGES IN PENNSYLVANIA

Group and Industry	No. of Plants Report-ing	Number of wage earners week ended			Total weekly wages week ended			Average weekly earnings week ended		
		Aug. 15 1927	July 15 1927	Per cent Change	Aug. 15 1927	July 15 1927	Per cent Change	Aug. 15 1927	July 15 1927	Per cent Change
All Industries (47)	843	277,512	278,079	— 0.2	$7,093.236	$6,784,321	+ 4.6	$25.56	$24.40	+ 4.8
Metal Manufactures:	281	138,081	140,784	— 1.9	3,811,282	3,638,298	+4.8	27.60	25.84	+ 6.8
Automobiles, bodies and parts	18	8,208	8,703	— 5.7	247,764	261,613	— 5.3	30.19	30.06	+ 0.4
Car construction and repair	19	19,506	19,522	— 0.1	529,828	505,951	+ 4.7	27.16	25.92	+ 4.8
Electrical machinery and apparatus	19	8,885	8,710	+ 2.0	223,008	205,969	+ 8.3	25.10	23.65	+ 6.1
Engines, machines, and machine tools	39	10,165	10,644	— 4.5	291,890	299,862	— 2.7	28.72	28.17	+ 2.0
Foundries and machine shops	54	8,557	8,632	— 0.9	242,283	236,941	+ 2.3	28.31	27.45	+ 3.1
Heating appliances and apparatus	15	3,588	3,410	+ 5.2	105,516	88,206	+19.6	29.41	25.87	+13.7
Iron and steel blast furnaces	11	11,149	11,169	— 0.2	302,990	268,500	+12.8	27.18	24.04	+13.1
Iron and steel forgings	10	2,811	2,807	+ 0.1	68,815	58,010	+18.6	24.48	20.67	+18.4
Steel works and rolling mills	34	35,228	37,523	— 6.1	968,128	945,025	+ 2.4	27.48	25.19	+ 9.1
Structural iron works	17	4,705	4,857	— 3.1	137,192	126,531	+ 8.4	29.16	26.05	+11.9
Miscellaneous iron and steel products	25	18,754	18,287	+ 2.6	527,303	474,098	+11.2	28.12	25.93	+ 8.4
Shipbuilding	3	4,049	4,143	— 2.3	106,582	110,822	— 3.8	26.32	26.75	— 1.6
Hardware	8	1,685	1,570	+ 7.3	39,747	36,808	+ 8.0	23.59	23.44	+ 0.6
Non-ferrous metals	9	791	807	—2.0	20,236	19,962	+ 1.4	25.58	24.74	+ 3.4
Textile products:	167	52,947	52,196	+ 1.4	1,144,061	1,066,718	+ 7.3	21.61	20.44	+ 5.7
Carpets and rugs	10	2,552	2,844	—10.3	63,325	68,281	— 7.3	24.81	24.01	+ 3.3
Clothing	34	5,316	5,434	— 2.2	99,205	94,740	+ 4.7	18.66	17.43	+ 7.1
Hats, felt and other	6	4,409	4,381	+ 0.6	115,612	116,901	— 1.1	26.22	26.68	— 1.7
Cotton goods	16	4,482	4,501	— 0.4	97,349	97,232	+ 0.1	21.72	21.60	+ 0.6
Silk goods	41	16,478	15,990	+ 3.1	313,526	278,278	+12.7	19.03	17.40	+ 9.4
Woolens and worsteds	14	6,181	5,734	+ 7.8	136,823	121,277	+12.8	22.14	21.15	+ 4.7
Knit goods and hosiery	38	12,054	11,805	+ 2.1	280,021	253,501	+10.5	23.23	21.47	+ 8.2
Dyeing and finishing textiles	8	1,475	1,507	— 2.1	38,200	36,508	+ 4.6	25.90	24.23	+ 6.9

EMPLOYMENT AND WAGES IN PENNSYLVANIA—(Continued)

Group and Industry	No. of Plants Report-ing	Number of wage earners week ended			Total weekly wages week ended			Average weekly earnings week ended		
		Aug. 15 1927	July 15 1927	Per cent Change	Aug. 15 1927	July 15 1927	Per cent Change	Aug. 15 1927	July 15 1927	Per cent Change
Foods and Tobacco:	105	23,696	23,720	— 0.1	$487,149	$483,633	+ 0.7	$20.56	$20.29	+ 0.8
Bakeries	31	4,583	4,659	— 1.6	131,752	133,804	— 1.5	28.75	28.72	+ 0.1
Confectionery and ice cream	21	5,442	5,400	+ 0.8	119,153	118,940	+ 0.2	21.90	22.03	— 0.6
Slaughtering and meat packing	14	2,068	2,089	— 1.0	59,814	60,181	— 0.6	28.92	28.81	+ 0.4
Cigars and tobacco	39	11,603	11,572	+ 0.3	176,480	170,708	+ 3.4	15.21	14.75	+ 3.1
Building materials:	66	19,679	19,744	— 0.3	549,434	526,265	+ 4.4	27.92	26.65	+ 4.8
Brick, tile, and terra cotta products	26	4,206	4,262	— 1.3	103,120	104,636	— 1.4	24.52	24.55	— 0.1
Cement	14	7,573	7,621	— 0.6	238,730	237,718	+ 0.4	31.52	31.19	+ 1.1
Glass	23	6,969	6,870	+ 1.4	186,108	161,442	+15.3	26.71	23.50	+13.7
Pottery	3	931	991	— 6.1	21,476	22,469	— 4.4	23.07	22.67	+ 1.8
Construction and contracting	33	6,047	5,889	+ 2.7	171,267	165,623	+ 3.4	28.32	28.12	+ 0.7
Buildings	17	857	856	+ 0.1	30,698	29,967	+ 2.4	35.82	35.01	+ 2.3
Street and highway	4	2,062	1,909	+ 8.0	59,384	55,109	+ 7.8	28.80	28.87	— 0.2
General	12	3,128	3,124	+ 0.1	81,185	80,547	+ 0.8	25.95	25.78	+ 6.7
Chemicals and allied products:	41	11,686	11,086	+ 5.4	308,362	303,768	+ 1.5	26.39	27.40	— 3.7
Chemicals and drugs	21	1,294	1,242	+ 4.2	35,242	33,465	+ 5.3	27.23	26.94	+ 1.1
Explosives	3	544	544	0.0	12,665	12,221	+ 3.6	23.28	22.47	+ 3.6
Paints and varnishes	9	1,112	1,122	— 0.9	29,276	27,163	+ 7.8	26.33	24.21	+ 8.8
Petroleum refining	5	6,381	5,732	+11.3	162,287	164,736	— 1.5	25.43	28.74	—11.5
Coke	3	2,355	2,416	—3.7	68,892	66,183	+ 4.1	29.25	27.06	+ 8.1
Miscellaneous industries:	150	25,376	24,660	+ 2.9	621,681	600,016	+ 3.6	24.50	24.33	+ 0.7
Lumber and planing mill products	25	3,220	3,131	+ 2.8	67,245	67,031	+ 0.3	20.88	21.41	— 2.5
Furniture	19	2,161	2.077	+ 4.0	53,038	47.437	+11.8	24.54	22.84	+ 7.4
Leather tanning	17	5,708	5,561	+ 2.6	143,319	141,917	+ 1.0	25.11	25.52	— 1.6
Leather products	8	580	520	+11.5	11,451	10,345	+10.7	19.74	19.89	— 0.8
Boots and shoes	22	4,174	3,841	+ 8.7	81,794	69,914	+17.0	19.60	18.20	+ 7.7
Paper and pulp products	18	4,375	4,333	+ 1.0	113,227	110,502	+ 2.5	25.88	25.50	+ 1.5
Printing and publishing	35	2,840	2,862	— 0.8	94,426	96,109	— 1.8	33.25	33.58	— 1.0
Rubber tires and goods	3	838	853	— 1.8	25,137	24,674	+ 1.9	30.00	28.93	+ 3.7
Novelties and jewelry	3	1,480	1,482	— 0.1	32,044	32,087	— 0.1	21.65	21.65	0

EMPLOYMENT AND WAGES IN PENNSYLVANIA—(Continued)

Group and Industry	No. of Plants Reporting	Total weekly man-hours week ended			Average hourly wages week ended		
		August 15 1927	July 15 1927	Per cent Change	August 15 1927	July 15 1927	Per cent Change
All Industries (41)	490	7,167,311	6,994,701	+ 2.5	$.578	$.573	+ 0.9
Metal manufacturers:	205	4,522,899	4,452,526	+ 1.6	.607	.603	+ 0.7
Automobiles, bodies and parts	16	384,741	411,892	— 6.6	.616	.612	+ 0.7
Car construction and repair	13	383,302	357,260	+ 7.3	.628	.610	+ 3.0
Electrical machinery and apparatus	15	259,368	227,653	+13.9	.523	.526	— 0.6
Engines, machines, and machine tools	31	423,274	440,169	— 3.8	.590	.588	+ 0.3
Foundries, and machine shops	43	345,266	344,924	+ 0.1	.611	.613	— 0.3
Heating appliances and apparatus	6	83,964	64,651	+29.9	.614	.623	— 1.4
Iron and steel blast furnaces	9	372,840	365,761	+ 1.9	.593	.590	+ 0.5
Iron and steel forgings	6	59,796	55,099	+ 8.5	.682	.635	+ 7.4
Steel works and rolling mills	22	1,373,950	1,371.523	+ 0.2	.613	.612	+ 0.2
Structural iron works	11	93,933	89,219	+ 5.3	.569	.578	— 1.6
Miscellaneous iron and steel products	17	504,603	472,274	+ 6.8	.612	.611	+ 0.2
Shipbuilding	3	156,082	173,278	— 9.9	.683	.640	+ 6.7
Hardware	6	45,756	42,347	+ 8.1	.555	.544	+ 2.0
Non-ferrous metals	7	36,024	36,476	— 1.2	.538	.519	+ 3.7
Textile products	73	903,932	873,495	+ 3.5	.497	.482	+ 3.1
Carpets and rugs	6	79.305	96,910	—18.2	.482	.492	—2.0
Clothing	10	40,992	45,079	— 9.1	.359	.344	+ 4.4
Hats, felt and other							
Cotton goods	12	74,076	74,114	— 0.1	.462	.453	+ 2.0
Silk goods	21	374,027	334,068	+12.0	.419	.411	+ 1.9
Woolens and worsteds	8	116,139	100,085	+16.0	.470	.455	+ 3.3
Knit goods and hosiery	13	207,008	210,995	— 1.9	.694	.637	+ 8.9
Dyeing and finishing textiles	3	12,385	12,244	+ 1.2	.604	.597	+ 1.2

EMPLOYMENT AND WAGES IN PENNSYLVANIA—(Concluded)

Group and Industry	No. of Plants Reporting	Total weekly man-hours week ended			Average hourly wages week ended		
		August 15 1927	July 15 1927	Per cent Change	August 15 1927	July 15 1927	Per cent Change
Foods and Tobacco:	43	285,710	289,028	— 1.1	$.498	$.492	+ 1.2
Bakeries	17	74,481	77,013	— 3.3	.513	.503	+ 2.0
Canneries							
Confectionery and ice cream	10	134,051	136,304	— 1.7	.473	.467	+ 1.3
Slaughtering and meat packing	9	63,216	63,383	— 0.3	.547	.544	+ 0.6
Sugar refining							
Cigars and tobacco	7	13,962	12,328	+13.3	.436	.443	— 1.6
Building materials:	33	556,922	519,333	+ 7.2	.560	.555	+ 0.9
Brick, tile, and terra cotta products	14	114,869	115,772	— 0.8	.530	.542	— 2.2
Cement	7	243,633	235,965	+ 3.2	.526	.514	+ 2.3
Glass	12	198,420	167,596	+18.4	.619	.621	— 0.3
Construction and contracting:	28	261,485	252,754	+ 3.5	.585	.587	— 0.3
Buildings	15	31,274	32,455	— 3.6	.874	.810	+ 7.9
Street and highway	4	105,575	98,198	+ 7.5	.562	.561	+ 0.2
General	9	124,636	122,101	+ 2.1	.533	.548	— 2.7
Chemicals and allied products	15	59,453	58,107	+ 2.3	.490	.487	+ 0.6
Chemicals and drugs	10	46,818	45,296	+ 3.4	.495	.492	+ 0.6
Paints and varnishes	5	12,635	12,811	— 1.4	.473	.472	+ 0.2
Miscellaneous industries:	93	576,910	549,458	+ 5.0	.537	.542	— 0.9
Lumber and planing mill products	19	61,960	59,354	+ 4.4	.501	.509	— 1.6
Furniture	15	74,343	71,317	+ 4.2	.539	.524	+ 2.9
Leather tanning	9	110,074	104,890	+ 4.9	.538	.547	— 1.6
Leather products	5	6,028	5,996	+ 0.5	.473	.487	— 2.9
Boots and shoes	9	78,132	66,604	+17.3	.393	.376	+ 4.5
Paper and pulp products	10	141,074	137,097	+ 2.9	.537	.540	— 0.6
Printing and publishing	23	62,779	62,855	— 0.1	.717	.736	— 2.6
Rubber tires and goods	3	42,520	41,345	+ 2.8	.591	.597	— 1.0

ACCIDENTS OCCURRING DURING COURSE OF EMPLOYMENT REPORTED TO THE BUREAU OF WORKMEN'S COMPENSATION

ACCIDENT REPORTS RECEIVED

1927	Fatal	Permanent Disability	Temporary Disability	Total
July	177	88	12,460	12,725
August	174	148	13,512	13,834
September				
October				
November				
December				
Total—1927	1,399	1,092	106,049	108,540
1926				
July	190	174	15.412	15.778
August	183	158	16,355	16,097
September	231	181	15,685	16,097
October	166	167	16,222	16,555
November	181	160	14.689	15.030
December	203	151	14,548	14,902
Total—1926	2,116	1.904	176,380	180,400
*Grand Total	28,201	10,691	2,086,716	2.125,608

AGREEMENTS APPROVED

1927	Fatal	Permanent Disability	Temporary Disability	Total
July	198	315	5,780	6,293
August	170	273	5,429	5,872
September				
October				
November				
December				
Total—1927	1,319	2,326	47,107	50,752
1926				
July	124	281	5,768	6,173
August	176	281	6,535	6,992
September	179	290	5,012	5,481
October	153	267	6,736	7,156
November	221	316	6,049	6,586
December	137	326	5,455	5,918
Total—1926	1,830	3,563	69,942	75,335
*Grand Total	23,074	22,806	773,068	818,948

*Since the inception of the Act, January 1, 1916.

Compiled from Records in the Bureau of Workmen's Compensation

COMPENSATION AWARDED AND PAID

	Awarded					Paid			
1927	Total Compensation Awarded	Fatal Compensation Awarded	Permanent Disability Compensation Awarded	Temporary Disability Compensation Awarded	1927	Total Compensation Paid	Fatal Compensation Paid	Permanent Disability Compensation Paid	Temporary Disability Compensation Paid
July	$1,389,540	$ 604,010	$ 294,561	$ 490,969	July	$1,201,087	$ 307,034	$ 406,084	$ 490,969
August	1,140,955	484,986	271,678	384,291	August	1,081,803	256,510	441,092	384,291
September	---------	---------	---------	---------	September	---------	---------	---------	---------
October	---------	---------	---------	---------	October	---------	---------	---------	---------
November	---------	---------	---------	---------	November	---------	---------	---------	---------
December	---------	---------	---------	---------	December	---------	---------	---------	---------
Total—1927	$8,954,965	$3,888,687	$2,190,330	$2,875,948	Total—1927	$7,979,136	$2,366,311	$2,736,877	$2,875,948
1926					1926				
July	$ 949,519	$ 330,807	$ 244,261	$ 374,451	July	$ 939,189	$ 298,707	$ 266,031	$ 374,451
August	1,174,190	538,537	260.857	374,796	August	863,901	238,184	250,921	374.796
September	1,225,075	622,938	287,105	315,032	September	857.469	308,133	234,804	315,032
October	987,188	457,284	191,136	338,708	October	877,597	278,827	260,002	338,768
November	1,238,613	599,747	300,440	338,426	November	814,109	229.529	246,154	338,426
December	1,084,444	420,704	328,805	334,935	December	933,508	305,998	292.575	334,935
Total—1926	$12,979,641	$5,278,927	$3,384,399	$4,316,315	Total—1926	$11,037,688	$3,529,120	$3,192,253	$4,316,315
*Grand Total	$130,610,420	$63,542,469	$26,845,199	$40,222,752	*Grand Total	$89,832,693	$27,585,839	$22,024,102	$40,222,752

*Since the inception of the Act—January 1, 1916.

** PERMANENT INJURIES

1927					Loss of Hands		Loss of Feet		Loss of Eyes	
	No.	Amt. Awarded	No.	Amt. Awarded	No.	Amt. Awarded	No.	Amt. Awarded	No.	Amt. Awarded
July	8	$ 20,056	6	$ 14,731	26	$ 51,976	20	$ 35,814	46	$ 65,013
August	13	31,089	6	13,768	22	43,184	13	20,310	51	75,731
September	----	----------	----	----------	------	----------	------	----------	------	----------
October	----	----------	----	----------	------	----------	------	----------	------	----------
November	----	----------	----	----------	------	----------	------	----------	------	----------
December	----	----------	----	----------	------	----------	------	----------	------	----------
Total—1927	82	$207,479	51	$127,052	153	$303,825	111	$194,299	383	$572,707
1926	Loss of Legs		Loss of Arms							
July	7	$ 17,254	5	$ 12,056	19	$ 36,782	11	$ 18,249	41	$ 60,409
August	9	20,055	8	17,639	24	47,577	12	20,953	43	68,692
September	14	35,912	6	14,793	20	43,391	11	19,768	48	75,043
October	4	10,062	5	12,814	10	19,827	9	16,184	40	56,724
November	7	17,912	7	17,569	19	39,621	24	42,456	63	94,021
December	13	33,555	5	11,402	21	42,890	18	33,616	62	93,600
Total—1926	124	$311,378	83	$207,090	229	$458,088	192	$344,481	575	$870,732
*Grand Total	1,284	$2,633,276	882	$1,952,135	2,786	$5,037,363	1,669	$2,739,340	6,843	$9,454,698

** PERMANENT INJURIES—(Continued)

	Loss of Fingers		Loss of Phalanges		Miscellaneous		Total	
1927	No.	Amt. Awarded	No.	Amt. Awarded	No.	Amt. Awarded	Amount Awarded	Amount Paid
July	118	$40,259	104	$19,791	31	$46,921	$294,561	$406,084
August	112	36,970	83	15,624	21	35,002	271,678	441,092
September	----	----------	----	----------	----	----------	--------	----------
October	----	----------	----	----------	----	----------	--------	----------
November	----	----------	----	----------	----	----------	--------	----------
December	----	----------	----	----------	----	----------	--------	----------
Total—1927	983	$326,474	794	$148,866	146	$309,628	$2,190,330	$2,736,877
1926								
July	120	$42,104	114	$22,577	16	$34,830	$244,261	$266,031
August	117	40,610	109	19,887	10	25,444	260,857	250,921
September	127	40,877	107	20,709	19	36,612	287,105	234,304
October	123	41,938	112	19,679	11	13,908	191,136	260,002
November	133	46,749	116	22,775	12	19,337	300,440	246,154
December	101	35,005	123	22,867	20	55,870	328,805	292,575
Total—1926	1,553	$537,332	1,286	$241,319	188	$413,979	$3,384,399	$3,192,253
*Grand Total	6,244	$2,126,503	5,258	$983,186	738	$1,918,608	$26,845,199	$22,024,102

*Since the inception of the Act—January 1, 1916.

**Multiple losses separated respectively.

Note: The above tables present changes in a number of items from similar tables previously published. The changes have been made as information received subsequent to the publication of former tables made such corrections necessary.

ACCIDENTS OCCURRING DURING COURSE OF EMPLOYMENT REPORTED TO THE BUREAU OF WORKMEN'S COMPENSATION DURING AUGUST, 1927.

Cause	Total of All Industries		CONSTRUCTION AND CONTRACTING						COAL MINING				Mining other than coal mining and quarrying		MANUFACTURING																			
			Building Construction		Other Construction		Contracting		Anthracite Coal Mining		Bituminous Coal Mining				Total of Manufacturing Industries		Chemicals and Allied Products		Clay, Glass and Stone Products		Clothing		Food and Kindred Products		Leather, Rubber and Composition Goods		Lumber, Wood and their Products		Paper and Paper Products and Printing and Publishing		Textiles	
	F	N F	F	N F	F	N F	F	N F	F	N F	F	N F	F	N F	F	N F	F	N F	F	N F	F	N F	F	N F	F	N F	F	N F	F	N F	F	N F
Total of all causes	174	13,660	12	1,067	11	567	3	379	35	2,250	36	1,673	3	226	23	4,893	3	178	1	401	1	137	3	470	--	144	2	352	--	207	--	241
Working Machinery	6	1,019	--	29	--	22	--	16	--	30	1	80	--	6	5	748	1	8	1	29	1	45	--	34	--	38	1	84	--	57	--	55
Boilers and Pressure Apparatus	1	11	--	---	--	---	--	1	--	2	--	1	--	1	--	4	--	---	--	---	--	---	--	---	--	---	--	1	--	---	--	---
Pumps and Prime Movers	---	37	--	3	--	4	--	10	--	2	--	3	--	---	--	11	--	3	--	---	--	---	--	---	--	---	--	---	--	1	--	1
Transmission Apparatus	---	23	--	---	--	1	--	1	--	3	--	3	--	1	--	12	--	1	--	3	--	---	--	1	--	---	--	---	--	---	--	2
Elevators and Hoists	3	49	1	6	1	---	--	---	--	4	--	4	--	1	--	23	--	2	--	2	--	1	--	3	--	2	--	1	--	1	--	2
Cranes and Derricks	9	242	1	17	2	24	1	22	--	7	--	9	--	6	5	134	1	2	--	4	--	1	--	6	--	2	--	---	--	1	--	---
Cars and Engines	29	1,100	--	4	--	7	--	6	3	321	5	396	--	21	3	106	--	1	--	24	--	---		---	--	1	--	1	--	1	--	2
Motor Vehicles	14	651	1	36	1	67	--	23	--	4	--	5	--	12	3	207	1	14	--	7	--	4	1	49	--	8	--	10	--	14	--	7
Other Vehicles	3	98	--	2	--	6	--	9	--	2	--	3	--	2	--	29	--	2	--	---	--	---	--	17	--	---	--	6	--	3	--	---
Hand Trucks	1	209	--	11	--	7	--	11	--	1	--	1	--	1	1	126	--	2	--	24	--	1	--	9	--	5	--	7	--	4	--	6
Water and Air Craft	---	5	--	---	--	---	--	2	--	---	--	---	--	1	--	---	--	---	--	---	--	---	--	---	--	---	--	---	--	---	--	---
Handling Objects—By Hand	6	3,043	--	216	--	126	--	87	1	445	1	199	--	59	--	1,331	--	45	--	129	--	20	--	148	--	29	--	85	--	51	--	68
Hand Tools	1	1,377	1	116	--	71	--	41	--	224	--	167	--	33	--	461	--	13	--	21	--	14	--	32	--	15	--	65	--	15	--	12
Electricity	10	97	--	3	1	2	--	1	2	15	1	24	--	1	2	30	--	2	--	2	--	---	1	---	--	---	--	1	--	---	--	---
Explosive Substances	9	139	--	2	--	1	--	2	6	63	2	17	1	2	--	25	--	4	--	---	--	---	--	2	--	---	--	---	--	---	--	---
Hot and Corrosive Substances	3	466	--	45	--	25	1	11	--	13	--	17	--	3	--	278	--	24	--	18	--	2	--	14	--	7	--	4	--	4	--	14
Falling Objects	50	1,729	1	96	3	40	--	36	19	603	25	509	1	37	1	325	--	14	--	31	--	1	--	20	--	7	--	22	--	17	--	9
Falls of Persons	17	1,669	6	244	1	89	1	45	2	236	--	105	--	21	2	520	--	24	--	45	--	24	--	73	1	16	--	38	--	26	--	30
Stepping upon or Striking Against Objects	---	1,054	--	206	--	50	--	32	--	176	--	56	--	12	--	331	--	11	--	41	--	19	--	39	--	10	--	16	--	6	--	25
Miscellaneous	12	642	1	31	2	25	--	23	2	99	1	68	1	6	1	192	--	7	--	21	--	5	1	23	--	4	--	11	--	6	--	8

*F—Fatal. N F—Non-Fatal.

ACCIDENTS OCCURRING DURING COURSE OF EMPLOYMENT REPORTED TO THE BUREAU OF WORKMEN'S COMPENSATION DURING AUGUST, 1927—(Concluded)

Cause	MANUFACTURING—Concluded																TRANSPORTATION AND PUBLIC UTILITIES						OTHER INDUSTRIES									
	METALS AND METAL PRODUCTS																								TRADING							
	Total		Blast Furnaces and Steel Works		Rolling Mills		Foundries and Machine Shops		Fabrication		Car Repair Shops		Automobile Service Stations		Other		Steam Railroads		Other Transportation		Public Utilities		Hotels and Restaurants		Retail		Wholesale		State and Municipal		Miscellaneous	
*	F	N F	F	N F	F	N F	F	N F	F	N F	F	N F	F	N F	F	N F	F	N F	F	N F	F	N F	F	N F	F	N F	F	N F	F	N F	F	N F
Total of all causes	13	2,654	--	115	--	495	4	492	9	1,071	--	284	--	197	--	108	16	646	3	161	5	252	3	101	3	505	--	119	11	330	10	491
Working Machinery	1	366	--	2	--	31	1	81	--	222	--	19	--	11	--	32	--	2	--	--	--	4	--	3	--	27	--	1	--	8	--	37
Boilers and Pressure Apparatus	--	3	--	--	--	1	--	--	--	1	--	1	--	--	--	--	--	1	1	--	--	1	--	--	--	--	--	--	--	--	--	--
Pumps and Prime Movers	--	6	--	--	--	1	--	1	--	3	--	1	--	--	--	--	--	--	--	1	--	1	--	--	--	1	--	--	--	--	--	1
Transmission Apparatus	--	5	--	--	--	1	--	1	--	2	--	1	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	1	--	1
Elevators and Hoists	--	8	--	1	--	--	--	2	--	5	--	--	--	--	--	1	--	--	--	--	--	1	--	3	1	--	--	2	--	--	--	5
Cranes and Derricks	4	118	--	8	--	34	1	19	3	40	--	16	--	1	--	--	--	7	--	1	--	4	--	--	--	3	--	--	--	3	--	5
Cars and Engines	3	75	--	4	--	19	--	4	3	19	--	28	--	1	--	1	16	201	1	23	--	2	--	--	--	5	--	2	1	3	--	3
Motor Vehicles	1	91	--	--	--	1	--	--	1	16	--	3	--	71	--	3	--	3	1	33	1	13	--	--	1	79	--	25	4	75	2	69
Other Vehicles	--	1	--	--	--	--	--	--	--	1	--	--	--	--	--	--	--	--	--	--	--	13	--	--	--	--	--	--	1	14	2	12
Hand Trucks	1	67	--	3	--	14	1	13	--	28	--	7	--	2	--	1	--	29	--	4	--	2	--	1	--	6	--	4	--	--	--	5
Water and Air Craft	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	2	--	--	--	--	--	--	--	--	--	--	--	--
Handling Objects—By Hand	--	727	--	22	--	150	--	156	--	308	--	64	--	27	--	29	--	125	--	37	--	48	1	22	--	139	--	38	1	50	2	121
Hand Tools	--	271	--	16	--	46	--	48	--	83	--	45	--	33	--	3	--	66	--	8	--	33	--	15	--	63	--	9	--	36	--	34
Electricity	1	23	--	2	--	2	--	4	1	12	--	1	--	2	--	2	--	1	--	4	2	12	--	1	1	2	--	--	1	--	--	1
Explosive Substances	--	19	--	2	--	1	--	3	--	6	--	1	--	6	--	--	--	1	--	--	--	4	--	5	--	3	--	--	--	5	--	9
Hot and Corrosive Substances	--	186	--	26	--	29	--	55	--	57	--	11	--	8	--	5	--	13	--	3	--	12	--	11	--	7	--	2	1	11	1	15
Falling Objects	1	199	--	7	--	55	--	33	1	80	--	19	--	5	--	5	--	25	--	3	--	13	--	3	--	7	--	--	--	12	--	20
Falls of Persons	1	228	--	9	--	55	1	23	--	80	--	45	--	16	--	16	--	82	--	24	2	53	1	21	--	78	--	12	1	61	1	78
Stepping upon or Striking Against Objects	--	156	--	6	--	39	--	26	--	63	--	11	--	11	--	8	--	31	--	12	--	17	--	12	--	55	--	17	--	9	--	38
Miscellaneous	--	105	--	7	--	16	--	23	--	45	--	11	--	3	--	2	--	59	--	6	--	19	1	4	--	24	--	7	1	42	2	37

*F.—Fatal. N. F.—Non-Fatal.

FIVE-YEAR COMPARATIVE STATEMENT OF ACCIDENTS REPORTED

Month	1923			1924			1925			1926			1927		
	Fatal	Non-Fatal	Total	Fatal	Non-Fatal	Total	Fatal	Non-Fatal	Total	Fatal	Non-Fatal	Total	Fatal	Non-Fatal	Total
January	223	16,710	16,933	233	15,280	15,513	200	15,339	15,539	150	12,815	12,965	170	14,497	14,667
February	221	15,276	15,497	181	14,812	14,993	171	14,208	14,379	149	11,958	12,107	184	13,101	13,285
	444	*31,986*	*32,430*	*414*	*30,092*	*30,506*	*371*	*29,547*	*29,918*	*299*	*24,773*	*25,072*	*354*	*27,598*	*27,952*
March	222	15,653	15,875	212	15,989	16,201	158	15,517	15,675	185	15.606	15,791	164	14,332	14,496
	666	*47,639*	*48,305*	*626*	*46,081*	*46,707*	*529*	*45,064*	*45,593*	*484*	*40,379*	*40.863*	*518*	*41,930*	*42,448*
April	196	16,689	16,885	151	13,931	14,082	180	14,251	14,431	144	14,249	14,393	169	12.693	12,862
	862	*64,328*	*65,190*	*777*	*60,012*	*60,789*	*709*	*59,315*	*60,024*	*628*	*54.628*	*55,256*	*687*	*54,623*	*55,310*
May	226	17,384	17,610	157	13,940	14,097	170	14,523	14,693	171	14,521	14,692	173	12.869	13,042
	1,088	*81,712*	*82,800*	*934*	*73,952*	*74,886*	*879*	*73,838*	*74,717*	*799*	*69,149*	*69,948*	*860*	*67,492*	*68,352*
June	188	17,433	17,621	175	14,324	14,499	194	15,656	15,850	163	15.233	15,396	188	13,441	13,629
	1,276	*99,145*	*100,421*	*1,109*	*88,276*	*89,385*	*1,073*	*89,494*	*90,567*	*962*	*84,382*	*85,344*	*1,048*	*80,933*	*81,981*
July	221	17,749	17,970	185	14,917	15,102	178	16,440	16,618	190	15,586	15,776	177	12.548	12,725
	1,497	*116,894*	*118,391*	*1,294*	*103,193*	*104,487*	*1,251*	*105,934*	*107,185*	*1,152*	*99,968*	*101,120*	*1,225*	*93,481*	*94,706*
August	216	18,452	18,668	187	14,661	14,848	188	15,141	15.329	183	16,513	16,696	174	13,660	13,834
	1,713	*135,346*	*137,059*	*1,481*	*117,854*	*119,335*	*1,439*	*121,075*	*122,514*	*1,335*	*116,481*	*117,816*	*1,399*	*107,141*	*108,540*
September	173	15,504	15,677	167	14,230	14,397	141	14,428	14,569	231	15,866	16,097			
	1,886	*150,850*	*152,736*	*1,648*	*132,084*	*133,732*	*1,580*	*135,503*	*137,083*	*1,566*	*132,347*	*133,913*			
October	207	17,380	17,587	180	15,839	16,019	155	13,982	14,137	166	16,389	16,555			
	2,093	*168,230*	*170,323*	*1,828*	*147,923*	*149,751*	*1,735*	*149,485*	*151,220*	*1,732*	*148,736*	*150,468*			
November	163	15,532	15,695	194	13,389	13,583	133	12,273	12,406	181	14,849	15,030			
	2,256	*183,762*	*186,018*	*2,022*	*161,312*	*163,334*	*1,868*	*161,758*	*163,626*	*1,913*	*163,585*	*165,498*			
December	156	14,261	14,417	187	14,018	14,205	141	12,612	12,753	203	14,699	14,902			
Totals	*2,412*	*198,023*	*200,435*	*2,209*	*175,330*	*177,539*	*2,009*	*174,370*	*176,379*	*2,116*	*178,284*	*180,400*			

NOTE:—The figures in italics represent the cumulative totals by month under each classification.

Commonwealth of Pennsylvania

DEPARTMENT OF LABOR AND INDUSTRY

DIRECTORY OF OFFICES

MAIN OFFICES

Harrisburg: ....Office of the Secretary,
Industrial Board,
Workmen's Compensation Board,
Bureau of Employment,
Bureau of Industrial Relations,
Bureau of Industrial Standards,
Bureau of Inspection,
Bureau of Rehabilitation,
Bureau of Statistics,
Bureau of Workmen's Compensation,
Bureau of Women and Children,
State Workmen's Insurance Fund,

BRANCH OFFICES

Allentown: ....Lehigh Valley State Employment Office,
529 Hamilton Street.
State Workmen's Insurance Fund,
304 Colonial Building.

Altoona: ....Cooperative State Employment Office,
Post Office Building.
Bureau of Inspection,
Bureau of Rehabilitation,
Workmen's Compensation Referee,
Commerce Building.
State Workmen's Insurance Fund,
Central Trust Building.

Dubois: ....Bureau of Rehabilitation,
311 Deposit National Bank Building.

Erie: ....State Employment Office,
10-11 Carney Building.

Franklin: ....State Workmen's Insurance Fund,
412 Franklin Trust Building.

Greensburg: ....State Workmen's Insurance Fund,
309 Coulter Building.
Workmen's Compensation Referee,
608-09 First National Bank Building.

Harrisburg: ....State Employment Office,
Second and Chestnut Streets.

Johnstown: ....State Employment Office,
219 Market Street.
State Workmen's Insurance Fund,
910 U. S. National Bank Building.

Kane: ....Workmen's Compensation Referee,
Kane Trust and Savings Building.

Lancaster: ....Cooperative State Employment Office,
Y. M. C. A. Building.
Bureau of Inspection,
Workmen's Compensation Referee,
Woolworth Building.

McKeesport: ....Cooperative State Employment Office,
Y. M. C. A. Building.

Meadville ....Bureau of Inspection,
Masonic Building.

New Castle: ....Cooperative State Employment Office,
Y. M. C. A., West Washington Street.

Oil City: ....Cooperative State Employment Office,
Y. M. C. A. Building.

Philadelphia: ....State Employment Office, (Main Office)
Bureau of Rehabilitation,
1519 Arch Street.
Bureau of Inspection,
Bureau of Workmen's Compensation,
Workmen's Compensation Referee,
Workmen's Compensation Board,
Manhattan Building, Fourth and Walnut Streets.
State Employment Office for Women,
Bureau of Women and Children,
1924-26 Chestnut Street.
State Workmen's Insurance Fund,
1004 Commercial Trust Building.

Pittsburgh: ....Bureau of Inspection,
Bureau of Rehabilitation,
Bureau of Workmen's Compensation,
Workmen's Compensation Referee,
Fulton Building.
State Employment Office,
622 Grant Street.
State Workmen's Insurance Fund,
401 Park Building.

Pottsville ....Bureau of Rehabilitation
Workmen's Compensation Referee,
1 Ulmer Building.
State Workmen's Insurance Fund,
Baird Building.

Reading: ....State Employment Office,
108 North Fifth Street.

Scranton: ....State Employment Office,
116 Adams Avenue.
Bureau of Inspection,
Workmen's Compensation Referee,
State Workmen's Insurance Fund,
Union National Bank Building.

Sunbury: ....State Workmen's Insurance Fund,
Sunbury Trust and Safe Deposit Building.

Wilkes-Barre: ....Bureau of Rehabilitation,
Workmen's Compensation Referee,
Coal Exchange Building.

Williamsport: ....Bureau of Inspection,
707 First National Bank Building.
Workmen's Compensation Referee,
311 First National Bank Building.
Cooperative State Employment Office,
Y. M. C. A. Building,
343 West Fourth Street.

York: ....Bureau of Workmen's Compensation,
Central National Bank Building.

Note—State Employment offices are conducted in cooperation with the United States Employment Service.

LABOR AND INDUSTRY

Published monthly by
DEPARTMENT OF LABOR AND INDUSTRY
COMMONWEALTH OF PENNSYLVANIA
CHARLES A. WATERS, *Secretary.*

VOL. XIV NOVEMBER, 1927 NO. 11

Contents

Page

The Employment of Children in Pennsylvania 3
L. H. DENNIS, Department of Public Instruction

Radio Talks:

Safety in the Theatre 4

Meet the Factory Inspector 6
HARRY D. IMMEL, Department of Labor and Industry

Industrial Board 8

Decisions of the Workmen's Compensation Board 9

Review of Industrial Statistics 16

Five-Year Comparative Statement of Accidents Reported 33

Directory of Offices 34

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THE EMPLOYMENT OF CHILDREN IN PENNSYLVANIA

A Recent Digest of the Child Labor Law

By L. H. Dennis, *Deputy Superintendent*

Department of Public Instruction

The Bureau of Women and Children of the Department of Labor and Industry in cooperation with the Child Helping and Accounting Bureau and the Vocational Bureau of the Department of Public Instruction recently compiled a small bulletin which is a digest of Pennsylvania's Child Labor Law, and which points out in a very concise and direct manner the essential features of this law as it relates to the employment of children.

This bulletin contains the regulations and interpretations of the Department of Labor and Industry affecting the employment of minors. It is valuable in that it is usable and easily understood. It contains no unnecessary material. From the very first page, it applies itself simply and directly to the essential regulations and restrictions of the Child Labor Law. The responsibilities of the child, the employer, and the school officials are all clearly set forth.

The use of employment certificates for working children between the ages of fourteen and sixteen years is plainly indicated, and the method of securing them simply and definitely stated. The bulletin calls attention to the fact that working minors between the ages of sixteen and eighteen years must present an age certificate. The hours and conditions of work for minors are completely and yet concisely discussed.

The bulletin contains a list of prohibited occupations for minors under sixteen years of age, for minors under eighteen years of age, and for minors under twenty-one years of age. Also, some health and sanitation suggestions are contained in the bulletin that will be helpful to employers.

That employed minors come under the Compensation Law except in cases of illegal employment is pointed out.

One of the important provisions of the Child Labor Law is the specific regulation providing for attendance at continuation schools for all employed minors between fourteen and sixteen years of age, if there is a continuation school in the district where the pupil works or lives. Attention is called to the fact that a continuation school must be established in every school district where twenty or more children are employed on general employment certificates.

The bulletin answers many questions arising in the minds of employers, children, or school officials dealing in any way with the problems of the employment of minors, the issuance of working certificates, or the operation of continuation schools. Because of this, the bulletin should prove to be very useful to parents of minors and to school officials. A supply of this bulletin, "The Employment of Children in Pennsylvania" has been furnished to every continuation school in the Commonwealth in order that every working minor between fourteen and sixteen years of age may receive a copy.

RADIO TALKS

The work of the Bureau of Inspection of the Pennsylvania Department of Labor and Industry, and its purpose are being explained by Harry D. Immel, Director of the Bureau, in a series of bi-weekly radio talks from station WBAK of the State Police in Harrisburg. The talks which will not consume more than fifteen minutes in delivery, will be a part of the regular seven o'clock evening programs of the station. Mr. Immel will aim to give a consecutive story of how this Bureau operates to carry out laws and regulations for the promotion of health and safety.

The first of these talks on the subject, "Safety in the Theatre" was given October 10th, out of its regular order in the series because of its fitness for Fire-Prevention Week. The second, "Meet the Factory Inspector," was given October 24th.

As these talks are of interest to every citizen of the Commonwealth, they will be published in this bulletin as delivered.

RADIO TALKS

By Harry D. Immel, *Director*

Bureau of Inspection

SAFETY IN THE THEATRE

It may be appropriate in Fire-Prevention Week to tell Pennsylvanians something of what their Department of Labor and Industry, through its Bureau of Inspection, does to safeguard them against certain hazards of fire and panic. As its title suggests the Pennsylvania Department of Labor and Industry is largely devoted to the improvement of industrial conditions. Apart from that chief function, the Department's enforcement of the Fire and Panic Act, which applies everywhere in the Commonwealth outside first and second class cities, is its most important work.

Let us suppose that you decide to go to the movies tonight. From the moment you enter the doors of the theatre you come within the scope of protections thrown about you by this Department. Should there be a blaze of the highly inflammable picture film, the most likely source of fire in a picture theatre, you would have the assurance that it would occur in a booth of standard steel and asbestos construction, that the first flash would part a fuse dropping fireproof shutters over all apertures and that the same operation would set in motion a fan in a vent in the top of the booth drawing the smoke and flame to outer air. Within the booth would be an operator equipped with just the fire-fighting apparatus he needs and who is thoroughly trained for such emergency. The chances are one hundred to one that, except for the sudden blotting out of the picture, you would be serenely unconscious of what had occurred.

But we will suppose that something occurs to send the gathering stampeding for the exits. You would find seats fastened to the floor and so spaced, and aisles of such width, as to offer ready passage for any number of persons the theatre could seat, exit doorways plainly indicated by lighted signs and of such width as would make jamming impossible. The least pressure against the cross bars of the panic bolts on the exit doors would send them swinging widely. Should there be any failure of the main lighting circuit of the theatre, there should be no danger of darkness, with its added terrors, as an emergency electric lighting circuit stands ready to take up the lighting automatically with scarcely a flicker to indicate the change. Should your visit be made to a legitimate theatre, you would have all of these protections with, in addition, an asbestos curtain ready to cut off any fire originating back of the proscenium arch, and a stage provided with ample water supply and chemical extinguishers for fire-fighting.

These requirements, somewhat modified, apply to every place in Pennsylvania in which the public is assembled for entertainments. Before any building is erected or remodeled for entertainment purposes, plans must be submitted to the Bureau of Inspection of the Pennsylvania Department of Labor and Industry for approval. Among other precautions, permission is no longer granted for the erection of any theatre above or below grade line.

Inspectors of the Bureau in every part of the Commonwealth where the Department has jurisdiction are constantly alert to maintain its requirements for protection of patrons of places of public assembly. In this work the Department of Labor and Industry has had the very general cooperation of owners and lessees of such places. Many thousands of dollars have been spent to make places of assembly conform to our standards. Today we feel in Pennsylvania that we scarcely could have here a repetition of such theatre calamities as occured in Chicago, in Boyertown, and more recently in Montreal. We say this in all humility because in work for accident prevention it is always the unexpected that happens. But the ineffective fire extinguishers that contributed to the Iroquois theatre disaster, the exposed motion picture machine of Boyertown, and the narrow doorway of the Montreal horror are all guarded against here. In fact there actually have been in the last few years panics in theatres in Pennsylvania, but they passed off so harmlessly as to attract little or no attention.

It is within the power of every theatre goer to assist in continuing this record. Don't crowd into aisle or exit space while awaiting opportunity to be seated. When you reach your seat, mark the location of the nearest exit and, in the event of an emergency, make your way quietly to that point, secure in your knowledge that there is no occasion for panic. Excitement is contagious and should you give way to alarm, others doubtlessly would follow your example with possibly fatal results.

MEET THE FACTORY INSPECTOR

Meet the factory inspector of the Pennsylvania Department of Labor and Industry. If your daily work is done anywhere except in your own home or on the farm it is quite possible that you already have met him in the flesh. You don't have to be an industrial worker yourself to make it worth your while to know the factory inspector. In this great industrial Commonwealth there are not many of us who, if we are not in industry ourselves, do not have someone near to us who is. In any event, our individual and collective well-being in Pennsylvania is so closely linked with industry that we can't afford to be unconcerned about the important things that contribute to our industrial success. Is the factory inspector one of these things? He certainly is.

If you are an employer you will meet the factory inspector of the Pennsylvania Department of Labor and Industry one of these days, if you have not already done so. It is not likely that it will be by appointment. The factory inspector wants to observe your average working conditions. It may be that you would make no effort to put your shop in "apple pie" order for his visit. But then again you might, which would, to some extent, defeat the purpose of his call. Some day his card will come in to you, followed by the inspector himself. How much good he can do for you will depend almost altogether on your attitude. He will bring to you the sum of all the experience, state-wide, nation-wide, even world-wide, assembled by the various bureaus and sections of the Department he represents, for the improvement of safety and health in your plant. Try to keep this in mind when he goes through your factory with you, or your superintendent, or safety man, and leaves with you his recommendations.

If you are a shop worker, some day a quiet, unobstrusive individual, passing by your bench or machine with your plant manager, superintendent, or safety man. may call your attention in a friendly way to the manner in which you are performing your particular task, with the suggestion that the same thing, done in a little different way, would involve less hazard to you. Before giving way to resentment at what you consider unwarranted interference of an outsider with your method of performing a task you may have carried out without injury, perhaps for years, try to find room for this one consideration—the man who brings you this advice has only one purpose in view, your preservation from harm. Back of his suggestion is the definite fact, gleaned from all industry, that this certain thing, done in the way you have been doing it, has resulted in the injury of many others in the past. Be assured that persistence in it by you will sooner or later, and usually sooner, have the same result. You can't beat this law of averages in industrial safety any more than you can in anything else.

The largest and most successful industries in Pennsylvania today nearly all have their own safety organizations. The safety movement, begun in Pennsylvania about twenty years ago, was prompted largely by humanitarian considerations; it was felt that something should be done about the increasing loss of lives and limbs through accidents that seemed avoidable. Almost at once it was discovered that prevention of accidents bore a direct relation to the economic welfare of employers, and of workers, too, regardless of whether they, themselves, were the victims of accident. Then came the establishment of compensation insurance, which emphasized the importance of this economic phase.

The safety organization in the individual plant is a most valuable but a most variable thing. It is as subject to blight as the most delicate bit of vegetation. At one place, flourishing in fertile soil, it accomplishes miracles in accident elimination, in another place, poorly nourished, it may be an utter failure. Its chief value is educational. Long ago it was found that machine guards alone were not sufficient to prevent accidents: that workers had to be taught safety. In the Pennsylvania Department of Labor and Industry today exists an industrial safety organization with unlimited facilities for acquiring, assimilating, and dispensing knowledge of the latest theories for advancement of industrial safety and health, in the most practical form. This information is put into the hands of employer and employe through the Buréau of Inspection by means of the factory inspector. This service constitutes a most up-to-date consulting safety organization for such industries as already have their own individual safety committees. It serves as the best possible substitute for a saftey committee in those industries lacking this individual adjunct.

This factory inspector I have asked you to meet is a paradox. He is a law-enforcing officer of the Commonwealth because ample laws and regulations back up the recommendations he makes to you as employer, or employe, for the improvement of safety and of health. However, resort to force is destructive of the effect it is aimed to achieve, namely, the cooperation of labor and industry in the Department's work for the advancement of industrial welfare. So the factory inspector is first of all a safety engineer. The training he receives before he comes to you with his authority entitles him to consideration as such. He can be of inestimable service to you if you will permit him. He will study your individual plant problems if you are an employer, the particular conditions surrounding your particular job if you are a worker. Whatever he lacks in personal knowledge to supply the help you may need he will obtain from those sources in the Department of Labor and Industry devoted to standards and research. He is a law enforcing officer only as a last resort.

As a final word in this introduction I would say to you, whether you are employer or employe, that no investment which you are making today offers such certain dividends as state factory inspection, which a portion of your taxes goes to maintain. And of no other service can it be said that it is so entirely up to you whether you are to share in its profits.

If you have met the factory inspector in any other light, let's meet him all over again.

INDUSTRIAL BOARD.

The following rules and interpretations were approved at the meeting of the Industrial Board October 13, 1927:

RULES.

1. Regulations for Handling, Storing and Use of Explosives in Pits, Quarries, and Mines Other than Coal Mines.
2. Specifications for Port Shutter Fuse System for Motion Picture Booths, as approved May 19, 1925, revised.
3. Ladder Regulations.
    - A. Rule 101 (g) (A. I.) of Ladder Regulations amended to read as follows, the italics being the amendment: "Ladders over thirty feet in length shall be provided with cages or wells of adequate dimensions except when the ladder is built in zig-zag sections and provided with platforms between *or when ladders are installed on stacks.*"

INTERPRETATIONS

1. Interpretation of Rule 255 (k) (A. I.) of elevator Regulations:

> "Where hand operated elevators installed prior to December 15, 1924 carry only light loads and travel less than fifteen feet, the installation of car safeties may be waived upon application to the Industrial Board for such exemption provided that all other requirements for elevators are complied with."

REPEAL OF PREVIOUS RULE

The rule approved by the Industrial Board May 29, 1924, reading as follows was repealed:

> "That the establishments of manufacturers of fire escapes who request approval for arc welding construction be inspected by representatives of the Bureau of Inspection in order to insure that they are properly equipped to do the work; that the workmen are experienced and that materials used are suitable."

RECENT DECISIONS

WORKMEN'S COMPENSATION BOARD

BEAMER v. STANLEY CO. OF AMERICA

Course of employment. Award of referee was reversed and award set aside where it appeared that death was due to an accidental discharge of a revolver in the hands of deceased, although the accident occured on the employer's premises and during the usual working hours.

Opinion by Commissioner Fleitz.

The claimant is the widow of William Beamer, who met an accidental death on December 23, 1926, under the following circumstances: Decedent was employed by the defendant company as an assistant manager of a theatre near Philadelphia, Penna. On the afternoon of December 23, 1926, on the employer's premises, and during his usual working hours, decedent was handling and exhibiting to some other persons, an automatic pistol, when the same was discharged, the bullet going through his head and causing his death. He left to survive him the claimant and one child. After hearing before the referee, upon proper petition and answer, a compensation award was made in favor of the widow and her child. The defendant has appealed and urges upon us two reasons for setting aside the award of the referee.

The first is that under the circumstances the death should be considered as intentionally self inflicted. This we do not consider sound reasoning as there is no evidence to this effect, and the same is dismissed from consideration.

The second is more serious, and is as follows: "That the injuries here were not sustained while Mr. Beamer was actually engaged in the furtherance of the business or affairs of the employer, nor was he injured by the condition of the premises or by the operation of the employer's business or affairs thereon." We have for interpretation in this connection, Section 301 of the Compensation Act, which provides:

> That compensation shall in all cases be made by the employer for personal injury to, or for the death of such employe by an accident, in the course of his employment * * * without regard to negligence * * * except when the injury or death is intentionally self inflicted.

It further provides:

> The term 'injury by an accident in the course of his employment' as used in this Article, shall not include an injury caused by an act of a third person intended to injure the employe because of reasons personal to him, and not directed against him as an employe, or because of his employment, but shall include all other injuries sustained while the employe is actually engaged in the furtherance of the business or affairs of the employer, whether upon the employer's premises or elsewhere, and shall include all injuries caused by the condition of the premises, or by the operation of the employer's business or affairs thereon, sustained by the employe, who though not so engaged, is injured upon the premises occupied by, or under the control of the employer, or upon which the employer's business or affairs are being carried on, the employe's presence thereon being required by the nature of his employment.

It will be noted that the foregoing clauses relating to "injury by an accident in the course of his employment" do not purport to define that phrase, they provide only that certain injuries shall not be included in the term and that certain others shall. They explain but do not limit the term, except as to provide what shall not be included thereby. Under the interpretation of this Section, our Appellate Courts have repeatedly held that if the accident happens during the course of his employment, compensation will not be denied because the employe does something beside or apart from the thing which he was employed to do, *provided such thing is not wholly foreign to his employment.* Dzikowska *v.* Superior Steel Co., 259 Pa. 578.

In the above cited case the employe withdrew from his immediate scene of employment for a very brief period of time, apparently struck a match upon his oil soaked trousers for the purpose of smoking, caused an ignition of his clothing, and lost his life thereby. Mr. Justice Potter in the opinion of the Supreme Courts, cited with approval the following principle:

> "It cannot be said that the employment is broken by mere intervals of leisure, such as those taken for a meal. If an accident happened at such a time there would be no break in the employment, even though the workman is paid by the hour for the time he is actually at work, especially where the accident occurs on the employer's premises, or about his property, unless the workman is doing something that is wholly foreign to his employment. Acts of ministration by a servant to himself, such as quenching his thirst, relieving his hunger, protecting himself from excessive cold, performance of which while at his work are reasonably necessary to his health and comfort, and incidents to his employment and acts of service therein within the Workmen's Compensation Act, although they are only indirectly conducive to the purpose of the employment, consequently no break in the employment, caused by the mere fact that the workman is ministering to his personal comforts, or necessities, as by warming himself or seeking shelter, or by leaving his work to relieve nature, or to procure drink, refreshments, food, or fresh air, or to rest in the shade."

We are mindful of the fact that the language of the Compensation law has been given a reasonably broad construction so as to fairly effectuate the beneficent purposes of the statute, but we do not believe the law makers intended to make an employer an insurer against the consequences of every accident which might happen to an employe during his time of employment. In the present case the testimony shows that the pistol which caused the decedent's death was owned by the decedent himself; that it had been brought upon the premises of the employer without its knowledge or consent; that decedent was not the custodian of money or other valuable thing which he was called upon to protect; and that at the time of the accident he was oiling and playing with the said pistol for his own purposes. It had no place in his employment, and by no process of reasoning could it be made a part thereof. On the contrary, it was distinctly out of keeping with his entire work, and wholly foreign to his employment. This was in no wise a case where the employe was attempting to administer to his personal comforts or necessities, and the incident of having the pistol with him at his place of employment was entirely unnecessary. We are therefore of the opinion that the Referee erred in his award of compensation, and we set aside and disregard the fourth finding of fact, and substitute therefor the following:

FINDINGS OF FACT

That at the time the decedent met his death on December 23, 1926, he was not in the course of his employment with the defendant, not actually engaged in the furtherance of the business or affairs of his employer, and was doing something wholly foreign to his employment. The defendant or its insurance carrier is not liable under the Compensation Act and its amendments, for the death of decedent.

The award of the referee is reversed and set aside, and compensation is disallowed.

SALUTA v. HARLEIGH-BROOKWOOD COAL CO.

Insanity causing total disability held to be due to infection from injury to knee. Petition for termination of compensation payments refused.

Opinion by Chairman Houck

The claimant was injured August 3, 1925. He was struck on the right knee by a piece of coal and the wound became very severely infected. He was sent to a hospital where he remained until the wound healed. While in the hospital he showed symptons of insanity. It was finally necessary to have him committed to the Hospital for Mental Diseases at Schuylkill Haven. While still confined in this hospital, the defendant filed a petition to terminate the agreement for the payment of compensation which it had entered into with the claimant. The referee found that the claimant is totally disabled by reason of insanity and that this condition resulted from the injury which he received, while in the course of his employment. The referee accordingly dimissed the defendant's petition to terminate the agreement.

The referee's findings of fact are fully warranted by the evidence in the case. Dr. Bowers, the Superintendent of the Schuylkill County Hospital for Mental Diseases, testified that the infection in the claimant's injured knee might have contributed to the development of his mental condition. He said that the claimant is suffering from a form of dementia praecox. Dr. Gruhler, who has known the claimant for some years, testified that the claimant is suffering from infectious psychosis caused directly by the infection in his injured knee. Dr. Berkheiser, the defendant's compensation physician, likewise attributes the claimant's mental condition to his injury. Under the circumstances of the case we do not see how the referee could have reached any other conclusion than that the accidental injury is the cause of the claimant's total disability.

The findings of fact, conclusions of law, and order of the referee are affirmed and the appeal is dismissed.

BROWN v. PHILA. & READING COAL & IRON CO.

Death due to acute dilatation of the heart. Upon review of the testimony it was held by the Board that there is no competent evidence to establish that the previous heart condition was aggravated either by the employment or by fright due to a rush of coal.

Appeal sustained and award set aside.

Opinion by Commissioner Morrison.

William H. Brown, decedent, and his buddy were at work in a room at the colliery for the defendant company the afternoon of October 12, 1926. They were about ten feet from each other, Brown at the rib and the buddy working at the "gob." The buddy heard a rush of coal causing a big noise, turning around, saw Brown lying down and the coal moving down the chute. He ran over to Brown and found him dead. This witness says stuff came down on Brown's back, then asked if there were three or four loads of coal came down on Brown's back, he answered, "No sir, in the chute". Brown, he said, was lying on the left side of his face and that witness spoke to Brown but received no answer and he thought Brown was dead. He looked for no marks on Brown's body and saw none; he was black with coal.

George Unger, fire boss, stated that when decedent's buddy, John Tomashitis, notified him of Brown's death, he said nothing had fallen on Brown. Unger found no marks on Brown's body, nor any evidence of bleeding; he appeared to be dead. Brown evidently had been working as there was slate loose and some coal cut at the face.

Dr. D. J. Haak was called to decedent's house after the body had been brought from the mine. There was no indication on the body that he had been struck by a falling object; nothing to indicate traumatism.

There is no evidence here to bring this case within Flucker *v.* Carnegie Steel Company (263 Pa. 113) in which it was said:

> "When the dead body of an employe is found on the premises of his employer, at or near his regular place of service, under circumstances fairly indicating an accidental death * * the inference may fairly be drawn in the absence of evidence to the contrary, that the employe was injured in the course of his employment."

There is nothing in the evidence up to this point fairly indicating a death by accident and it is, therefore, incumbent on the claimant to prove that the decedent died as a result of violence to the physical structure of the body. If such evidence exists it must be found in the testimony of the physicians or circumstances leading up to the demise.

The claimant said her husband was forty-three years of age and that his health was good when he left home for work that morning.

Arthur Bettinger, Brown's regular buddy, and who had worked with him for six or seven years prior to and including October 11th, said Brown had never complained as to his health and that he was a good worker.

His buddy for the day, John Tomashitis, said he first met Brown in the "monkey heading" that morning. He was sitting down eating his lunch and witness denied that Brown had remarked to him there and then that he was not feeling well, but later admitted signing a statement to the effect that he "saw Brown eating in the main heading with his head proped on his hands and that he told him that he was not feeling well but he would go to work and maybe he would feel better."

Ellis B. Reiner met decedent at the peg board that morning Brown remarking that he felt a little tired. Witness felt the same way and both sat down to rest. Brown was perspiring at the time. They had walked up the plane, six hundred ninety feet.

There was a loose piece of rock in the roof of the room where Tomashitis and Brown went to work. Brown stood on a pile of loose coal and used a crow-bar five or six feet long, endeavoring to pry this loose but he was unable to do so. Brown started to sweat.

Dr. H. A. Shaffer, after hearing the testimony, was asked a hypothetical question embodying the principal facts, said he believed Brown died from acute dilatation of the heart, and that he believed the perspiration indicated a strain of the muscles of the heart, and that he "may have had heart strain and the heart came back to normal and as a result of the fright, thirty minutes later, there was caused a degenerate condition of the heart muscles and a second dilatation." Asked if his opinion was problematical as to the strain, he replied, "It is my opinion" and that his opinion that this work produced a strain to the heart was "supposition". He testified:

"Q. Treat this man for any heart disease before this time?
A. No sir, no heart disease before this time."

"Q. Your judgment is that he had heart trouble before?
A. Yes sir.

"Q. Had you been treating him for heart trouble?
A. Yes sir."

Out of this apparent contradiction and other medical testimony the referee has found that decedent was afflicted with chronic myocarditis for some time before his death. At page 23 Dr. Shaffer said decedent's health "was all right," that in his opinion "exertion at work" caused the perspiration and that the decedent's effort to dislodge this piece of rock "might dilate the heart".

"Q. Probably it did?

A. Strain at first, and the fright may have caused a second dilatation, that is my opinion".

Dr. Haak gives his opinion that decedent had died of cardiac disease. Asked a hypothetical question, including these words:

> "in your judgment, taking into consideration this testimony and your knowledge of the case, was there anything in this man's work that would be most probably the cause of his death?"

he replied:

> "A. Well, that is a pretty hard question to answer. He had this cronic heart condition and the collapse could have occured at any time. This man could have collapsed just as well at home in bed as he did at this time.
>
> "Q. It has been testified that fright brought on the collapse when it occured?
>
> A. Just depends what the exciting factor was, it may have been an exciting factor.
>
> "Q. Is it your best judgment, when a man working at this particular job in the gangway for two or three months, doing the same kind of work, would you say that he would be frightened by a rush of coal, that he would be frightened to bring on an acute heart disease and cause death?
>
> A. No, I don't think it would have any effect on the heart because he had this chronic heart condition when I examined him before,"

Dr. Haak had examined claimant for life insurance about a year before and found he had a heart condition at that time. This was myocarditis and Dr. Haak believes claimant died from that disease. The work he did may have been an exciting cause or put exertion upon the weakened heart at the time which might have caused a sudden death, he said. Perspiration would be usual to a miner under normal conditions and his opinion it would not be a factor. Perspiration would not necessarily indicate strain of the heart. If he was doing heavy lifting and then immediately perspired that would indicate a heart weakness but a man with a weak heart going to work in good physical condition got some heavy lifting immediately perspires, cold sweat would indicate the beginning of a heart strain. By "cold sweat" he meant perspiration due to vascular motor dilatation, of which there was no evidence when he examined the body.

The man had myocarditis, went to work apparently all right, walked up the plane, sat down to rest, perspiring, used a crow-bar, apparently with effort, being unable to dislodge the loose stone with a bar five or six feet long, again he perspired. He was at work picking coal at the instant of the coal rushing, in all probability, otherwise, the coal would not have moved. An experienced miner is not likely to be frightened by the noise of a coal rush, although the noise was sufficient to cause Tomashitis to turn around suddenly to see what was the matter. Unless it was the use of the crow-bar there was nothing out of the ordinary in claimant's work for there is no positive evidence that claimant suffered a fright. That he did, is a reasonable surmise but only a surmise. There is competent evidence that decedent sustained a strain while using a crow-bar but there is no testimony connecting this accident with his death.

Following the alleged strain and first dilatation decedent worked for thirty minutes, at the ordinary duties of a coal miner and used a pick in his regular work of robbing pillars. Death came in the course of his employment and while he was actually at work but without any indication of trauma or external violence. There is no competent inferential evidence from the circumstances upon which it can be found that the claimant's death was brought about by accident.

The findings of fact, conclusions of law and award are set aside. The appeal is sustained.

REVIEW OF INDUSTRIAL STATISTICS

Prepared by the

Bureau of Statistics

THE LABOR MARKET

A still further reduction of the number of opportunities for employment was indicated by the September reports of the State Employment offices. Applicants for employment during September outnumbered calls from employers for workers in the proportion of 5 to 2. The increase in unemployment may be judged from the fact that for September last year this same ratio was approximately 5 workers to each 4 openings.

Applications for work as registered at State Employment offices numbered 12,668 during the month of September, 1927. Employers asked for only 5,136 workers during the month, and employment officials were successful in providing 2,657 men and 1,306 women with suitable employment.

The demand for help in all lines of industry was very small. Judged by the reports from the State Employment offices located in 14 important industrial centers, unemployment was quite prevalent in many sections of the Commonwealth. All industries seemed adequately supplied with labor, and requests from employers for any large number of workers were infrequent. Labor surpluses were particularly evident in the construction, metals, transportation, trading, and common labor groups. In many instances the number of applicants for work in these groups was 3 and 4 times the number required by employers.

Work in the construction industry was brisk, but there was small demand for building tradesmen. Excavating and foundation work seems pretty well completed for this year and many workers at this class of construction are employed. The closing of one big shipyard in the Commonwealth has released many shipyard workers and these have helped to swell the ranks of those seeking employment in the construction industry.

The garment trades are busy and there is some small demand for workers. Previous experience, however, is in most instances an essential requirement for employment. Textile mills are not especially active. Silk mills and cotton goods mills show some improvement over last month. The recent closing of many large woolen mills in the New England States has brought many mill workers to Pennsylvania in search of employment. All orders for textile employes are readily filled.

Food canners and packers are busy, but there is small demand for extra help.

The metal industries show an exceptionally large surplus of workers. Less than 30 per cent of the September applicants for work in metal trades were placed. With the many large steel orders placed within the lase month, much of the existing labor surplus should be absorbed within the next few weeks.

In the transportation industry, there is a heavy demand for taxi and bus drivers and for street railway trainmen. Railroads have furloughed so many men during recent months that it will be some time before they will recall those laid off. With the partial settlement of the bituminous miners' strike, however, coal loadings and freight movements should increase.

The closing of summer resorts has provided an excess supply of hotel and restaurant workers in most cities. However, a strong demand from institutions has helped to provide employment for many of these workers. Cooks especially are needed.

Employment in retail stores is not particularly active. The bulk of the demand for clerks in stores comes when new stores are opened. Calls for salesmen and agents are numerous but few salaried jobs are open. Most requests are for salesmen to sell entirely on a commission basis.

The demand for common labor is very poor. The general dullness in most lines has forced many skilled workmen into the common labor market temporarily, and as a result, employment for unskilled labor is increasingly hard to find.

EMPLOYMENT, WAGES AND HOURS WORKED

The September reports of employment and wages received from 797 manufacturing establishments and 35 construction companies show scarcely any change of aggregate employment for September compared with August. A net change of 0.1 per cent was recorded. Average earnings were 2.2 per cent lower than in August. Lost time, due to the general observance of the Labor Day holiday, was the primary cause of the drop in earnings. Total operating time for the week ended nearest September 15, as indicated by the table of man-hours, was 2.4 per cent less than for the corresponding week in August.

Shipbuilding, street and highway construction, and petroleum refining were the only three industry groups to show any great changes in employment. The 16.8 per cent reduction in shipbuilding employment was due directly to the anticipated closing of the shipyards of one big company. Employment for this one concern has dropped from more than 4,000 in January to less than 1,000 in September. Employment in other shipbuilding companies was about normal, and earnings were higher than in August.

The 18.2 per cent increase of employment in street and highway construction work was largely seasonal. Road contractors usually speed up work during September and October in order to finish all jobs if possible before winter weather interferes.

No explanation was given of the precipitate drop in employment at oil refineries. Only 2 of the 5 companies reported reduced employment, but the losses of these two concerns were severe. On the other hand, earnings of the workers in oil refineries were nearly 20 per cent higher than in August.

In the metal industry, automobiles, electrical machinery, and heating apparatus were the only groups to show gains in employment; and even in these the gains were small. Plants making engines and machines, forgings, and structural iron reported big drops in earnings and operating time. Very few employes were dropped, but closings were frequent and many plants were operating only 4 days.

There was very little change reported in textiles. Cotton mills have brightened up and are working full time in most instances. Woolen mills also have shown a small gain.

Candy factories report seasonal increased business and nearly all firms have hired additional employes. Ice cream manufacturers have cut production and are gradually reducing working forces.

Increased production and employment was reported by 12 of the 23 glass manufacturers. The largest increases were made in plants located in the western part of the Commonwealth. The demand for plate glass and wire glass was reported as very much improved.

In summary, the firm aspect of manufacturing employment throughout the Commonwealth in September seems to indicate a fairly healthful and normal condition. While the volume of employment in manufacturing industries at this time is nearly 10 per cent lower than last year, still it compares favorably with employment indexes for September, 1924, and 1925. There is reason to believe that employment in factories and mills during the coming winter months will not be far below the average for the last 3 years.

INDUSTRIAL ACCIDENTS AND COMPENSATION COSTS

During the month of September, 1927, 163 workers were killed and 13,279 injured by accidents occuring during the regular course of employment according to reports received at the Bureau of Workmen's Compensation. The September accident total of both fatal and non-fatal accidents is lower than that of August. Fatal accidents were 11, or 6.3 per cent, less than in August, and non-fatal injuries were 381, or 2.8 per cent, lower. Compared with the accident record for September a year ago, the report for September, 1927, shows very material reductions in the number of both fatal and non-fatal accidents. Fatal accidents reported in September, 1927, were 68 fewer than last year while non-fatal accidents were 2,587, or 16.3 per cent, less. A part of the reduction in the number of fatal accidents is explained by the fact that the fatal accident report for September, 1926, included reports of the bituminous mine disaster at Clymer, Pennsylvania, in which 44 men lost their lives.

The record of accidents for the period January-September, 1927, when compared with the accident record for the first 9 months in 1926, shows marked improvement over last year. The accident figures for these two periods follow:

	Fatal	Non-fatal
9 months, 1926..............	1,566	132,347
9 months, 1927..............	1,562	120,420
	—4	—11,927

While fatal accidents are only 4 less than last year, non-fatal injuries have dropped more than 9 per cent. During the first 9 months of this year coal mining accidents have been somewhat higher than last year. Fatal accidents on railroads have increased, while there has been a small reduction in non-fatal injuries. Credit for the best showing in the field of accident reduction goes to the general industrial group comprising all industries except coal mines and steam railroads. This group shows a reduction of 17 fatal accidents and nearly 10,000 non-fatal accidents compared with last year.

The 163 deaths reported during September were classified industrially as follows: construction and contracting 18, manufacturing 34, anthracite coal mines 33, bituminous coal mines 40, steam railroads 15, other transportation 4, public utilities 5, quarries 3, retail trading 5, state and municipal 5, and miscellaneous 1.

Manufacturing industries, particularly metal manufacture, show the largest increase in fatal injuries over August. Thirty-four deaths were reported from the manufacturing industries in September compared to 22 in August. Deaths in the metal industries were 8 higher than in August. The total of fatalities for manufacturing industries in 1927, however, is approximately 12 per cent below the total for the corresponding 9 months in 1926.

Causes of fatal accidents during September show little variation from those of previous months. Falling objects with 43, cars and engines with 29, and falls of persons with 22 were again the principal causes of deaths in industry. These 3 very common causes of death were responsible for 58 per cent of all industrial fatalities reported during September. It is a rather striking fact that all 43 deaths attributed to falling objects occurred in coal mines and quarries, 42 in the former and only 1 in the latter group.

Of the 29 car and engine fatalities, 13 occurred on railroads, 11 in or about coal mines, 3 on street railways, 1 in the construction industry, and 1 in manufacturing.

Of the 22 persons killed by falls 4 were engaged in construction work, 12 in manufacturing, 4 in coal mining, 1 in a retail store, and 1 was a municipal employe. The reports explaining the manner in which these falls occurred are interesting. Briefly they are as follows:

Occupation	Cause
Concrete worker	Fell from platform
Painter	Fell from roof of building
Building laborer	Fell from scaffold
Building laborer	Fell from scaffold
Charwoman	Working on roof—fell thru skylight
Ice puller	Fell into thawing pit in ice plant
Oil refinery worker	Fell from tank platform

Occupation	Cause
Janitor	Standing on box—fell backward
Baker	Fell down cellar stairs
Pipe fitter	Fell into paper mill pulp pit
Elevator erector	Thrown to bottom of shaft by falling timber
Shopman	Fell from ladder
Welder	Fell from scaffold
Laborer	Fell from unclassified elevation
Watchman	Fell from shipping platform
Miner	Fell down manway
Miner	Fell down manway
Laborer	Fell through opening in coal mine
Carpenter	Overloaded walkway broke through
Painter	Fell while stepping from scaffold to fence
Laborer	Fell through cement chute
Municipal fireman	Fell through slide-pole hole at firehouse

The adage, "watch your step," evidently is still a useful safety slogan. Just to give the warning a new color, these words might be added "The road to eternity is short, one false step usually brings you there."

A very unfortunate accident and one in which carelessness seemingly played a part was that which befell a telephone line construction gang in the western part of the Commonwealth. The men were pulling out telephone wire along the ground and the telephone wire in some undetermined manner swung into a line carrying 33,000 volts, and 6 men in the gang were electrocuted.

Compensation awards for September, 1927, totaled $1,058,988 distributed as follows:

152	fatal cases	$278,397
311	permanent disability cases	279,090
5,503	temporary disability cases	345,120

The amounts of compensation awards for the first 9 months of 1927 total $10,011,533, a rate of $1,112,392 per month. Compensation awards for 9 months of this year are 3.3 per cent greater than for the same period in 1926.

Compensation cases during September included permanent injuries to 60 eyes, 4 arms, 13 hands, 125 fingers, 115 phalanges, 14 legs, 12 feet, and 22 cases of miscellaneous permanent disability. The number of eye losses was the highest recorded since February. Finger losses also were somewhat higher than normal.

The duration of disability for temporary disability cases in September averaged 46 days compared to 47 days for August cases. The average time loss for all temporary disability cases compensated during the first 9 months of 1927, amounted to 44 days.

REPORT OF ACTIVITIES OF STATE EMPLOYMENT OFFICES FOR THE MONTH OF SEPTEMBER, 1927

Industries	Persons applying for positions			Persons asked for by employers			Persons sent to positions			Persons receiving positions		
	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
GRAND TOTAL	12,668	8,627	4,041	5,136	3,202	1,934	5,321	3,466	1,855	3,963	2,657	1,306
Total: Industrial group (skilled)	4,446	3,251	1,195	1,330	934	396	1,479	1,015	464	811	609	202
Building and construction	826	826	----	287	287	----	307	307	----	197	197	----
Shipbuilding	174	174	----	105	105	----	106	106	----	66	66	----
Chemicals and allied products	1	1	----	----	----	----	----	----	----	----	----	----
Clay, glass and stone products	1	1	----	----	----	----	----	----	----	----	----	----
Clothing	34	2	32	29	----	29	10	----	10	7	----	7
Textiles	[illegible]	21	8	21	3	18	6	3	3	3	3	----
Food and kindred products	24	14	10	10	3	7	12	3	9	5	3	2
Leather, rubber and composition goods	20	4	16	14	2	12	16	1	15	10	1	9
Lumber, woodwork and furniture	25	25	----	17	17	----	19	19	----	7	7	----
Paper and printing	9	6	3	2	2	----	1	1	----	1	1	----
Metals and metal products	1,000	993	7	285	279	6	284	278	6	176	170	6
Mines and quarries	4	4	----	----	----	----	----	----	----	----	----	----
Transportation and public utilities	509	490	19	130	126	4	140	137	3	85	82	3
Hotels and restaurants	226	64	162	120	19	101	98	16	82	57	10	47
Wholesale and retail trade	533	137	196	94	24	70	130	39	91	66	16	50
Miscellaneous	1,231	489	742	216	67	149	350	105	245	131	53	78
Total: Other groups	8,222	5,376	2,846	3,806	2,268	1,538	3,842	2,451	1,391	3,152	2,048	1,104
Profesional and technical	565	399	166	147	113	34	140	116	24	65	55	10
Agriculture	17	17	----	8	8	----	17	17	----	3	3	----
Semi-skilled	2,705	1,304	1,401	1,045	258	787	978	328	650	607	207	400
Unskilled	3,621	3,426	195	1,686	1,651	35	1,782	1,745	37	1,569	1,546	23
Casual and day workers*	1,314	230	1,084	920	238	682	925	245	680	908	237	671
August, 1927	10,053	7,109	2,944	4,345	2,988	1,357	4,530	3,147	1,383	3,544	2,571	973
July, 1927	9,515	6,697	2,818	4,297	3,127	1,170	4,447	3,243	1,204	3,659	2,744	905
June, 1927 (5 weeks)	14,314	9,277	5,037	6,515	4,511	2,004	6,834	4,724	2,110	5,653	4,089	1,564
September, 1926,	14,365	9,850	4,515	11,645	8,035	3,610	10,359	7,790	2,569	8,780	6,730	2,050
September, 1925	14,139	10,009	4,130	9,541	7,011	2,530	9,735	7,325	2,410	8,427	6,414	2,013
September 1924	10,372	6,965	3,407	5,930	4,349	1,581	6,088	4,628	1,460	5,232	4,014	1,218

*The placement of each casual or day worker is recorded for only one (1) placement per week.

EMPLOYMENT AND WAGES IN PENNSYLVANIA

Group and Industry	No. of Plants Reporting	Number of wage earners week ended			Total weekly wages week ended			Average weekly earnings week ended		
		Sept. 15, 1927	Aug. 15, 1927	Per Cent Change	Sept. 15, 1927	Aug. 15, 1927	Per Cent Change	Sept. 15, 1927	Aug. 15, 1927	Per Cent Change
ALL INDUSTRIES (47)	832	280,127	280,279	— 0.1	$7,011,196	$7,170,098	— 2.2	$25.03	$25.58	— 2.2
METAL MANUFACTURES:	277	137,766	138,439	— 0.5	$3,617,812	$3,812,818	— 5.1	$26.26	$27.54	— 4.6
Automobiles, bodies and parts	19	10,082	9,491	+ 6.2	$286,486	$280,417	+ 2.2	$28.42	$29.55	— 3.8
Car construction and repair,	18	18,298	18,907	— 3.2	481.091	507,170	— 5. 1	26.29	26.82	— 2.0
Electrical machinery and apparatus	18	9,056	8,715	+ 3.9	220.205	219,978	+ 0.1	24.32	25.24	— 3.6
Engines, machines, and machine tools	38	9,787	10,098	— 3.1	259,852	289,892	—10.4	26.55	28.71	— 7.5
Foundries and machine shops	52	8,203	8,303	— 1.2	217,481	234.532	— 7.3	26.51	28.25	— 6.2
Heating appliances and apparatus	15	3,866	3,753	+ 3.0	110.196	109,836	+ 0.3	28.50	29.27	— 2.6
Iron and steel blast furnaces	11	10.950	11,149	— 1.8	283.248	302,990	— 6.5	25.87	27.18	— 4.8
Iron and steel forgings	10	2,783	2,811	— 1.0	57,259	68,815	—16.8	20,57	24.48	—16.0
Steel works and rolling mills	34	35,524	35,228	+ 0.8	938.134	968,128	— 3.1	26.41	27.48	— 3.9
Structural iron works	17	4,699	4,705	— 0.1	117,225	137,192	—14.6	24.95	29.16	—14.4
Miscellaneous iron and steel products	25	18,673	18,754	— 0.4	491,927	527,303	— 6.7	26.34	28.12	— 6.3
Shipbuilding	3	3,367	4,049	—16.8	95.040	106.582	—10.8	28.23	26.32	+ 7.3
Hardware	8	1,666	1,685	— 1.1	39.327	39,747	— 1.1	23.61	23.59	+ 0.1
Non-ferrous metals	9	812	791	+ 2.7	20,341	20,236	+ 0.5	25.05	25.58	— 2.1
TEXTILE PRODUCTS:	165	54,916	54,605	+ 0.6	$1,196,818	$1,188,262	+ 0.7	$21.79	$21.76	+ 0.1
Carpets and rugs	8	2,550	2,536	+ 0.6	$59 010	$62,943	— 6.2	$23.14	$24.82	— 6.8
Clothing	32	4,755	4,830	— 1.6	89,732	91.275	— 1.7	18.87	18.90	— 0.2
Hats, felt and other	6	4,344	4,409	— 1.5	114,511	115,612	— 1.0	26.36	26.22	+ 0.5
Cotton goods	16	4,515	4,471	+ 1.0	104,625	97,349	+ 7.5	23.17	21.77	+ 6.4
Silk goods	41	16,550	16,478	+ 0.4	304.216	313,526	— 3.0	18.38	19.03	— 3.4
Woolens and worsteds	14	6,441	6,181	+ 4.2	143,342	136.823	+ 4.8	22.25	22.14	+ 0.5
Knit goods and hosiery	37	13,386	13,263	+ 0.9	327.841	311,711	+ 5.2	24.49	23.50	+ 4.2
Dyeing and finishing textiles	11	2,375	2,437	— 2.5	53,541	59,023	— 9.3	22.54	24.22	— 6.9
FOODS AND TOBACCO:	105	23,995	23,623	+ 1.6	$487,568	$487,208	+ 0.1	$20.32	$20.62	— 1.5
Bakeries	31	4,472	4,583	— 2.4	$128,937	$131,752	— 2.1	$28.83	$28.75	+ 0.3
Confectoinery and ice cream	23	5,823	5,535	+ 5.2	129,860	121,744	+ 6.7	22.30	22.00	+ 1.4
Slaughtering and meat packing	14	2,105	2,068	+ 1.8	60,560	59,814	+ 1.2	28.77	28.92	— 0.5
Cigars and tobacco	37	11,595	11,437	+ 1.4	168,211	173,898	— 3.3	14.51	15.20	— 4.5

EMPLOYMENT AND WAGES IN PENNSYLVANIA—(Continued)

Group and Industry	No. of Plants Reporting	Number of wage earners week ended			Total weekly wages week ended			Average weekly earnings week ended		
		Sept. 15, 1927	Aug. 15, 1927	Per Cent Change	Sept. 15, 1927	Aug. 15, 1927	Per Cent Change	Sept. 15, 1927	Aug. 15, 1927	Per Cent Change
BUILDING MATERIALS:	66	20,043	19,679	+ 1.8	$557,658	$549,334	+ 1.5	$27.82	$27.91	— 0.3
Brick, tile, and terra cotta products	26	4,171	4,206	— 0.8	$99,614	$103,120	— 3.4	$23.88	$24.52	— 2.6
Cement	14	7,419	7,573	— 2.0	234,173	238,730	— 1.9	31.56	31.52	+ 0.1
Glass	23	7,520	6,969	+ 7.9	201,773	186,008	+ 8.5	26.83	26.69	+ 0.5
Pottery	3	933	931	+ 0.2	22,098	21,476	+ 2.9	23.68	23.07	+ 2.6
CONSTRUCTION AND CONTRACTING:	35	6,815	6,510	+ 4.7	$200,390	$184,925	+ 8.4	$29.40	$28.41	+ 3.5
Buildings	19	1,542	1,549	— 0.5	$52,140	$51,124	+ 2.0	$33.81	$33.00	+ 2.5
Street and highway	4	2,437	2,062	+18.2	75,039	59,385	+26.4	30.79	28.80	+ 6.9
General	12	2,836	2,899	— 2.2	73,211	74,416	— 1.6	25.81	25.67	+ 0.5
CHEMICALS AND ALLIED PRODUCTS:	33	10,384	11,516	— 9.8	$298,550	303,310	— 1.6	$28.75	$26.34	+ 9.1
Chemicals and drugs	13	1,158	1,124	+ 3.0	$30,658	$30,190	+ 1.6	$26.47	$26.86	— 1.5
Explosives	3	534	544	— 1.8	13,333	12,665	+ 5.3	24.97	23.28	+ 7.3
Paints and varnishes	9	1,109	1,112	— 0.3	26,964	29,276	— 7.9	24.31	26.33	— 7.7
Petroleum refining	5	5,220	6,381	—18.2	157,937	162,287	— 2.7	30.26	25.43	+19.0
Coke	3	2,363	2,355	+ 0.3	69,658	68,892	+ 1.1	29.48	29.25	+ 0.8
MISCELLANEOUS INDUSTRIES:	151	26,208	25,907	+ 1.2	$652,400	$644,241	+ 1.3	$24.89	$24.87	+ 0.1
Lumber and planing mill products	25	3,260	3,220	+ 1.2	$67,650	$67,245	+ 0.6	$20.75	$20.88	— 0.6
Furniture	18	2,109	2,031	+ 3.8	53,187	50,438	+ 5.5	25.22	24.83	+ 1.6
Leather tanning	17	5,870	5,708	+ 2.8	150,288	143,319	+ 4.9	25.60	25.11	+ 2.0
Leather products	8	595	580	+ 2.6	11,881	11,451	+ 3.8	19.97	19.74	+ 1.2
Boots and shoes	22	4,187	4,211	— 0.6	78,670	82,553	— 4.7	18.79	19.60	— 4.1
Paper and pulp products	19	4,164	4,174	— 0.2	107,944	107,377	+ 0.5	25.92	25.73	+ 0.7
Printing and publishing	36	3,748	3,665	+ 2.3	127,432	124,677	+ 2.2	34.00	34.02	— 0.1
Rubber tires and goods	3	819	838	— 2.3	23,668	25,137	— 5.8	28.90	30.00	— 3.7
Novelties and jewelry	3	1,456	1,480	— 1.6	31,680	32,044	— 1.1	21.76	21.65	+ 0.5

EMPLOYMENT AND WAGES IN PENNSYLVANIA—(Continued)

Group and Industry	No. of Plants Reporting	Total weekly man-hours week ended			Average hourly wages week ended		
		September 15, 1927	August 15, 1927	Per Cent Change	September 15, 1927	August 15, 1927	Per Cent Change
ALL INDUSTRIES (42)	491	7,188,052	7,368,068	— 2.4	$ .570	$ .572	— 0.3
METAL MANUFACTURES:	199	4,302,936	4,492,462	— 4.2	$ .603	$ .608	— 0.8
Automobiles, bodies and parts	15	432,109	425,480	+ 1.6	$ .632	$ .627	+ 0.8
Car construction and repair	12	312,217	350,031	— 2.2	.605	.622	— 2.7
Electrical machinery and apparatus	13	240,857	238,809	+ 0.9	.527	.523	+ 0.8
Engines, machines, and machine tools	29	363,814	403,228	— 9.8	.590	.590	0
Foundries and machine shops	42	305,558	338,212	— 9.7	.620	.610	+ 1.6
Heating appliances and apparatus	7	94,227	93,718	+ 0.5	.596	.612	— 2.6
Iron and steel blast furnaces	9	349,937	372,840	— 6.1	.597	.593	+ 0.7
Iron and steel forgings	6	48,326	59,796	—19.2	.636	.682	— 6.7
Steel works and rolling mills	22	1,344,733	1,373,950	— 2.1	.606	.613	— 1.1
Structural iron works	11	80,824	93,933	—14.0	.572	.569	+ 0.5
Miscellaneous iron and steel products	17	471,252	504,603	— 6.6	.609	.612	— 0.5
Shipbuilding	3	145,171	156,082	— 7.0	.655	.683	— 4.1
Hardware	6	46,529	45,756	+ 1.7	.555	.555	0
Non-ferrous metals	7	37,379	36,024	+ 3.8	.522	.538	— 3.0
TEXTILE PRODUCTS:	73	845,558	837,508	+ 1.0	.437	.436	+ 0 2
Carpets and rugs	5	81,472	79,305	+ 2.7	$ .510	$ .482	+ 5.8
Clothing	11	45,578	43,867	+ 3.9	.354	.357	— 0.8
Hats, felt and other							
Cotton goods	12	72.006	73,518	— 2.1	.479	.465	+ 3.0
Silk goods	22	389.194	385,592	+ 0.9	.415	.418	— 0.7
Woolens and worsteds	8	118,576	116,139	+ 2.1	.484	.470	+ 3.0
Knit goods and hosiery	10	108,894	108,411	+ 0.4	.403	.424	— 5.0
Dyeing and finishing textiles	5	29,838	30,646	— 2.6	.499	.506	— 1.4
FOODS AND TOBACCO:	43	301,984	291,792	+ 3.5	.497	.501	— 0.8
Bakeries	18	83,293	82,851	+ 0.5	$ .514	$ .518	— 0.8
Canneries							
Confectionery and ice cream	10	143.283	134,051	+ 6.9	.461	.473	— 2.5
Slaughtering and meat packing	9	64,143	63,216	+ 1.5	.560	.547	+ 2.4
Sugar refining							
Cigars and tobacco	6	11,265	11,674	— 3.5	.463	.451	+ 2.7

EMPLOYMENT AND WAGES IN PENNSYLVANIA—(Concluded)

Group and Industry	No. of Plants Reporting	Total weekly man-hours week ended			Average hourly wages week ended		
		September 15, 1927	August 15, 1927	Per Cent Change	September 15, 1927	August 15, 1927	Per Cent Change
BUILDING MATERIALS:	33	545,797	556,921	— 2.0	$ .564	$ .560	+ 0.7
Brick, tile, and terra cotta products	14	118,816	114,869	+ 3.4	$ .527	$ .530	— 0.6
Cement	7	228,303	243,633	— 6.3	.526	.526	0
Glass	12	198,678	198,419	+ 0.1	.628	.619	+ 1.5
CONSTRUCTION AND CONTRACTING:	29	305,385	277,426	+10.1	.587	.596	— 1.5
Buildings	16	56,601	55,336	+ 2.3	$ .817	$ .840	— 2.7
Street and highway	4	135,751	105,575	+28.6	.553	.511	+ 8.2
General	9	113,033	116,515	— 3.0	.514	.511	+ 0.6
CHEMICALS AND ALLIED PRODUCTS:	19	285,496	309,503	— 7 8	.608	.582	+ 4.5
Chemicals and drugs	10	45,767	45,234	+ 1.2	$ .496	$ .495	+ 0.2
Paints and varnishes	6	42,127	46,835	—10.1	.549	.546	+ 0.5
Petroleum refining	3	197,602	217,434	— 9.1	.646	.608	+ 6.3
MISCELLANEOUS INDUSTRIES:	95	600,896	602,456	— 0.3	.533	.531	+ 0.4
Lumber and planing mill products	18	53,208	56,907	— 6.5	$ .501	$ .505	— 0.8
Furniture	15	78,962	74,343	+ 6.2	.534	.539	— 0.9
Leather tanning	9	110,147	110,074	+ 0.1	.540	.538	+ 0.4
Leather products	5	6,238	6,028	+ 3.5	.473	.473	0
Boots and shoes	10	85,450	89,625	— 4.7	.388	.389	— 0.3
Paper and pulp products	12	161,607	160,180	+ 0.9	.530	.524	+ 1.1
Printing and publishing	23	64,680	62,779	+ 3.0	.724	.717	+ 1.0
Rubber tires and goods	3	40,604	42,520	— 4.5	.583	.591	— 1.4

ACCIDENTS OCCURRING DURING COURSE OF EMPLOYMENT REPORTED TO THE BUREAU OF WORKMEN'S COMPENSATION

	Accident reports received				Agreements approved			
1927	Fatal	Permanent Disability	Temporary Disability	Total	Fatal	Permanent Disability	Temporary Disability	Total
July	177	88	12,460	12,725	198	315	5,780	6,293
August	174	148	13,512	13,834	170	273	5,429	5,872
September	163	136	13,143	13,442	152	311	5,503	5,966
October								
November								
December								
Total—1927	1,562	1,228	119,192	121,982	1,471	2,637	52,610	56,718
1926								
July	190	174	15,412	15,778	124	281	5,768	6,173
August	183	158	16,355	16,697	176	281	6,535	6,992
September	231	181	15,685	16,097	179	290	5,012	5,481
October	166	167	16,222	16,555	153	267	6,736	7,156
November	181	160	14,689	15,030	221	316	6,049	6,586
December	203	151	14,548	14,902	137	326	5,455	5,918
Total—1926	2,116	1,904	176,380	180,400	1,830	3,563	69,942	75,335
*Grand total	28,364	10,827	2,099,850	2,139,050	23,226	23,117	778,571	824,914

*Since the inception of the Act, January 1, 1916.

COMPILED FROM RECORDS IN THE BUREAU OF WORKMEN'S COMPENSATION
COMPENSATION AWARDED AND PAID

	Awarded					Paid			
1927	Total Compensation Awarded	Fatal Compensation Awarded	Permanent Disability Compensation Awarded	Temporary Disability Compensation Awarded	1927	Total Compensation Paid	Fatal Compensation Paid	Permanent Disability Compensation Paid	Temporary Disability Compensation Paid
July	$1,389,540	$604,010	$294,561	$490,969	July	$1.204,087	$307,034	$406,084	$490,969
August	1,140,955	484,986	271,678	384,291	August	1,081,893	256,510	441,092	384,291
September	1,058,988	426,309	237,559	345,120	September	902,607	278,397	279,090	345,120
October					October				
November					November				
December					December				
TOTAL—1927	$10,011,533	$4,314,996	$2,475,469	$3,221,068	TOTAL—1927	$8,881,743	$2,644,708	$3,015,967	$3,221,068
1926					1926				
July	$949,519	$330,807	$244,261	$374,451	July	$930.189	$298,707	$266,031	$374,451
August	1,174,190	538,537	260,857	374,796	August	863,901	238,184	250,921	374,796
September	1,225,075	622,938	287,105	315,032	September	857,469	308,133	234,804	315,032
October	987,188	457,284	191,136	338,768	October	877,597	278,827	260,002	338,768
November	1,238,613	599,747	200,440	338,426	November	814.109	229,529	246,154	338,426
December	1,084,444	420,704	328,805	334,935	December	933,508	305,998	292,575	334,935
TOTAL—1926	$12,979.641	$5,278,927	$3,384,399	$4,316,315	TOTAL—1926	$11,037,688	$3,529,120	$3,192,253	$4,316,315
*GRAND TOTAL	$131,666,988	$63,968,778	$27,130,338	$40,567.872	*GRAND TOTAL	$90,735,300	$27,864,236	$22,303,192	$40,567,872

*Since the inception of the Act—January 1, 1916.

**PERMANENT INJURIES

	Loss of Legs		Loss of Arms		Loss of Hands		Loss of Feet		Loss of Eyes	
1927	No.	Amt. Awarded	No.	Amt. Awarded	No.	Amt. Awarded	No.	Amt. Awarded	No.	Amt. Awarded
July	8	$20,056	6	$14,731	26	$51,976	20	$35,814	46	$65,013
August	13	31,089	6	13,768	22	43,184	13	20,310	51	75,731
September	14	33,780	4	10,169	13	26,602	12	22,607	62	93,165
October										
November										
December										
TOTAL—1927	96	$238,389	55	$137,221	166	$330,427	123	$216,906	445	$665,872
1926										
July	7	$17,254	5	$12,056	19	$36,782	11	$18,249	41	$60,409
August	9	20,055	8	17,639	24	47,577	12	20,953	43	68,692
September	14	35,912	6	14,793	20	43,391	11	19,768	48	75,043
October	4	10,062	5	12,814	10	19,827	9	16,184	40	56,724
November	7	17,912	7	17,569	19	39,621	24	42,456	63	94,021
December	13	33,555	5	11,402	21	42,890	18	33,616	62	93,600
TOTAL—1926	124	$311,378	83	$207,090	229	$458,088	192	$344,481	575	$870,732
*GRAND TOTAL	1,298	$2,664,186	886	$1,962,304	2,799	$5,063,965	1,681	$2,761,947	6,905	$9,547,863

**PERMANENT INJURIES.—(Continued)

1927	Loss of Fingers		Loss of Phalanges		Miscellaneous		Total	
	No.	Amt. Awarded	No.	Amt. Awarded	No.	Amt. Awarded	Amt. Awarded	Amount Paid
July	118	$40,259	104	$19,791	31	$46,921	$294,561	$406,084
August	112	36,970	83	15,624	21	35,002	271,678	441,092
September	125	45,165	115	21,164	22	34,907	287,559	279,090
October	------	------	------	------	------	------	------	------
November	------	------	------	------	------	------	------	------
December	------	------	------	------	------	------	------	------
TOTAL—1927	1,108	$371,879	910	$169,790	168	$344,985	$2,475,469	$3,015,967
1926								
July	120	$42,104	114	$22,577	16	$34,830	$244,261	$266,031
August	117	40,610	109	19,887	10	25,444	260,857	250,921
September	127	40,877	107	20,709	19	36.612	287,105	234,304
October	123	41,938	112	19,679	11	13,908	191,136	260,002
November	133	46,749	116	22.775	12	19.337	300,440	246,154
December	101	35,005	123	22,867	20	55,870	328,805	292,575
TOTAL—1926	1,553	$537,332	1,286	$241,319	188	$413,979	$3,384,399	$3,192,253
*GRAND TOTAL	6,369	$2,171,908	5,374	$1,004,110	760	$1,954,055	$27,130,338	$22,303,192

*Since the inception of the Act—January 1, 1916.

**Multiple losses separated respectively.

Note: The above tables present changes in a number of items from similar tables previously published. The changes have been made as information received subsequent to the publication of former tables made such corrections necessary.

ACCIDENTS OCCURRING DURING COURSE OF EMPLOYMENT AS REPORTED TO THE BUREAU OF WORKMEN'S COMPENSATION DURING SEPTEMBER, 1927

Cause	Total of All Industries		CONSTRUCTION AND CONTRACTING						COAL MINING				Mining, Other Than Coal Mining, and Quarrying		MANUFACTURING																	
			Building Construction		Other Construction		Contracting		Anthracite Coal Mining		Bituminous Coal Mining				Total of Manufacturing Industries		Chemicals and Allied Products		Clay, Glass and Stone Products		Clothing		Food and Kindred Products		Leather, Rubber and Composition Goods		Lumber, Wood and Their Products		Paper and Paper Products and Printing and Publishing		Textiles	
*	F	N F	F	N F	F	N F	F	N F	F	N F	F	N F	F	N F	F	N F	F	N F	F	N F	F	N F	F	N F	F	N F	F	N F	F	N F	F	N F
Total of all causes	163	13,279	4	1,035	10	434	4	355	33	2,383	40	1,735	3	202	34	4,694	2	240	1	414	--	154	3	438	--	127	2	347	3	212	2	205
Working machinery	2	1,037	--	33	--	25	--	12	--	41	1	88	--	8	1	766	--	8	--	33	--	63	--	32	--	28	--	77	--	64	--	54
Boilers and pressure apparatus	4	10	--	-----	--	-----	--	1	--	2	--	-----	--	-----	3	7	1	1	--	-----	--	-----	--	1	--	-----	--	-----	1	-----	--	-----
Pumps and prime movers	--	34	--	-----	--	5	--	6	--	1	--	3	--	2	--	9	--	3	--	3	--	-----	--	-----	--	-----	--	-----	--	1	--	1
Transmission apparatus	--	33	--	-----	--	1	--	-----	--	12	--	4	--	1	--	12	--	1	--	1	--	-----	--	2	--	-----	--	-----	--	1	--	3
Elevators and hoists	2	44	--	6	--	-----	--	-----	1	2	--	4	--	-----	1	17	--	-----	--	-----	--	-----	--	4	--	2	--	1	--	1	--	2
Cranes and derricks	5	174	1	8	1	14	--	17	--	3	--	4	--	3	3	111	--	4	--	4	--	1	--	3	--	-----	--	1	--	3	--	-----
Cars and engines	29	1,195	1	2	--	3	--	5	2	425	9	427	--	19	1	99	--	4	1	31	--	1	--	2	--	1	--	4	--	6	--	-----
Motor vehicles	11	599	--	41	1	44	1	21	--	3	--	5	--	10	2	188	--	14	--	6	--	4	--	47	--	3	--	7	--	11	--	5
Other vehicles	1	111	--	3	--	5	--	4	--	1	--	-----	--	3	--	41	--	4	--	1	--	-----	--	21	--	-----	--	11	--	-----	--	1
Hand trucks	1	194	--	14	--	8	--	5	--	-----	--	1	--	1	1	122	--	6	--	25	--	2	--	9	--	6	--	4	1	9	--	7
Water and air craft	1	3	--	-----	--	1	1	-----	--	-----	--	1	--	1	--	-----	--	-----	--	-----	--	-----	--	-----	--	-----	--	-----	--	-----	--	-----
Handling objects—by hand	8	2,889	--	237	--	99	1	66	3	459	--	203	--	56	3	1,202	--	47	--	137	--	22	--	106	--	27	2	80	--	37	--	41
Hand tools	--	1,303	--	101	--	43	--	39	--	240	--	215	--	28	--	440	--	23	--	28	--	14	--	37	--	16	--	60	--	10	--	9
Electricity	13	57	--	1	6	3	--	1	--	7	2	23		-----	--	12	--	-----	--	-----	--	1	--	1	--	1	--	-----	--	-----	--	-----
Explosive substances	10	154	--	4	--	4	--	10	5	55	2	20	2	6	1	37	--	15	--	1	--	-----	--	4	--	-----	--	1	--	1	--	-----
Hot and corrosive substances	2	427	--	41	--	18	--	8	--	20	--	16	--	1	2	250	--	21	--	20	--	3	--	16	--	8	--	1	--	8	--	7
Falling objects	43	1,776	--	77	--	45	--	5[illegible]	7	606	25	510	1	41	--	339	--	16	--	33	--	5	--	21	--	3	--	31	--	10	--	5
Falls of persons	22	1,698	2	260	2	63	--	6[illegible]	3	191	1	91	--	15	12	568	1	46	--	39	--	2[illegible]	3	83	--	20	--	39	1	28	1	38
Stepping upon or striking against objects	1	987	--	180	--	39	--	3[illegible]		197	--	64		3	1	312	--	17	--	39	--	16	--	31	--	10	--	22	--	18	--	22
Miscellaneous	8	554	--	27	--	14	1	11	2	118	--	56	--	4	3	162	--	10	--	13	--	-----	--	18	--	3	--	8	--	4	1	10

*F—Fatal. N F—Non-Fatal.

ACCIDENTS OCCURRING DURING COURSE OF EMPLOYMENT AS REPORTED TO THE BUREAU OF WORKMEN'S COMPENSATION DURING SEPTEMBER, 1927—(Concluded)

Cause	MANUFACTURING—Concluded																TRANSPORTATION AND PUBLIC UTILITIES						OTHER INDUSTRIES									
			METALS AND METAL PRODUCTS																						TRADING							
	Total		Blast Furnaces and Steel Works		Rolling Mills		Foundries and Machine Shops		Fabrication		Car Repair Shops		Automobile Service Stations		Other		Steam Railroads		Other Transportation		Public Utilities		Hotels and Restaurants		Retail		Wholesale		State and Municipal		Miscellaneous	
*	F	N F	F	N F	F	N F	F	N F	F	N F	F	N F	F	N F	F	N F	F	N F	F	N F	F	N F	F	N F	F	N F	F	N F	F	N F	F	N F
Total of all causes	20	2,459	--	134	6	418	2	498	8	993	3	238	1	178	1	98	15	574	4	136	5	252	--	107	5	478	--	131	5	283	1	480
Working machinery	1	371	--	6	1	46	--	84	--	209	--	16	--	10	--	36	--	1	--	1	--	3	--	5	--	14	--	44	--	3	--	33
Boilers and pressure apparatus	1	5	--	-----	1	2	--	1	--	2	--	-----	--	-----	--	-----	--	-----	--	-----	--	-----	--	-----	--	-----	--	-----	--	-----	1	-----
Pumps and prime movers	--	1	--	-----	--	-----	--	-----	--	1	--	-----	--	-----	--	-----	--	1	--	-----	--	3	--	-----	--	1	--	-----	--	2	--	1
Transmission apparatus	--	4	--	1	--	2	--	-----	--	1	--	-----	--	-----	--	-----	--	-----	--	-----	--	-----	--	-----	--	-----	--	-----	--	-----	--	3
Elevators and hoists	1	5	--	-----	--	1	1	2	--	2	--	-----	--	-----	--	2	--	-----	--	-----	--	-----	--	3	--	3	--	4	--	1	--	4
Cranes and derricks	3	95	--	8	1	24	--	20	1	34	1	7	--	2	--	-----	--	5	--	-----	--	4	--	-----	--	1	--	-----	--	2	--	2
Cars and engines	--	49	--	3	--	14	--	2	--	8	--	20	--	2	--	1	13	173	3	17	--	7	--	-----	--	4	--	4	--	2	--	8
Motor vehicles	2	92	--	-----	--	5	--	3	1	20	--	2	1	62	--	-----	--	10	1	23	1	14	--	1	3	69	--	21	2	80	--	69
Other vehicles	--	1	--	-----	--	-----	--	-----	--	1	--	-----	--	-----	--	2	--	-----	--	1	--	8	--	-----	--	16	--	1	1	11	--	17
Hand trucks	--	52	--	4	--	11	--	11	--	23	--	3	--	-----	--	2	--	20	--	2	--	6	--	-----	--	6	--	4	--	-----	--	5
Water and air craft	--	-----	--	-----	--	-----	--	-----	--	-----	--	-----	--	-----	--	-----	--	-----	--	-----	--	-----	--	-----	--	-----	--	-----	--	-----	--	-----
Handling objects—by hand	1	680	--	33	--	116	--	163	1	272	--	69	--	27	--	25	1	126	--	34	--	53	--	32	--	129	--	45	--	38	--	110
Hand tools	--	237	--	8	--	31	--	31	--	85	--	42	--	40	--	6	--	51	--	7	--	33	--	12	--	40	--	3	--	24	--	27
Electricity	--	8	--	-----	--	3	--	-----	--	5	--	-----	--	-----	--	1	1	-----	--	1	4	7	--	1	--	1	--	-----	--	-----	--	-----
Explosive substances	1	15	--	3	1	-----	--	2	--	8	--	-----	--	2	--	-----	--	1	--	1	--	1	--	1	--	7	--	-----	--	3	--	4
Hot and corrosive substances	2	164	--	26	--	24	--	65	1	36	1	9	--	4	--	2	--	16	--	2	--	12	--	12	--	5	--	-----	--	8	--	18
Falling objects	--	211	--	12	--	53	--	48	--	79	--	16	--	3	--	4	--	13	--	9	--	12	--	3	--	25	--	11	--	12	--	21
Falls of persons	5	242	--	20	1	56	--	24	3	96	1	35	—	11	1	11	--	93	--	25	--	54	--	24	1	97	--	22	1	45	--	87
Stepping upon or striking against objects	1	132	--	4	--	20	--	30	1	59	--	9	--	10	--	5	--	26	--	5	--	14	--	12	--	41	--	8	--	24	--	28
Miscellaneous	2	95	--	6	1	10	1	12	--	52	--	10	--	5	--	1	--	38	--	8	--	21	--	1	1	19	--	4	1	28	--	43

*F—Fatal. N F—Non-Fatal.

FIVE-YEAR COMPARATIVE STATEMENT OF ACCIDENTS REPORTED

Month	1923			1924			1925			1926			1927		
	Fatal	Non-Fatal	Total	Fatal	Non-Fatal	Total	Fatal	Non-Fatal	Total	Fatal	Non-Fatal	Total	Fatal	Non-Fatal	Total
January	223	16,710	16,933	233	15,280	15,513	200	15,339	15,539	150	12,815	12,965	170	14,497	14,667
February	221	15,276	15,497	181	14,812	14,993	171	14,208	14,379	149	11,958	12,107	184	13,101	13,285
	444	*31,986*	*32,430*	*414*	*30,092*	*30,506*	*371*	*29,547*	*29,918*	*299*	*24,773*	*25,072*	*354*	*27,598*	*27,952*
March	222	15,653	15,875	212	15,989	16,201	158	15,517	15,675	185	15,606	15,791	164	14,332	14,496
	666	*47,639*	*48,305*	*626*	*46,081*	*46,707*	*529*	*45,064*	*45,593*	*484*	*40,379*	*40,863*	*518*	*41,930*	*42,448*
April	196	16,689	16,885	151	13,931	14,082	180	14,251	14,431	144	14,249	14,393	169	12.693	12,862
	862	*64,328*	*65,190*	*777*	*60,012*	*60,789*	*709*	*59,315*	*60,024*	*628*	*54,628*	*55,256*	*687*	*54,623*	*55,310*
May	226	17,384	17,610	157	13,940	14,097	170	14,523	14,693	171	14,521	14,692	173	12,869	13,042
	1,088	*81,712*	*82,800*	*934*	*73,952*	*74,886*	*879*	*73,838*	*74,717*	*799*	*69,149*	*69,948*	*860*	*67,492*	*68,352*
June	188	17,433	17,621	175	14,324	14,499	194	15,656	15,850	163	15,233	15,396	188	13,441	13,629
	1,276	*99,145*	*100,421*	*1,109*	*88,276*	*89,385*	*1,073*	*89,494*	*90,567*	*962*	*84,382*	*85,344*	*1,048*	*80,933*	*81,981*
July	221	17,749	17,970	185	14,917	15,102	178	16,440	16,618	190	15,586	15,776	177	12,548	12,725
	1,497	*116,894*	*118,391*	*1,294*	*103,193*	*104,487*	*1,251*	*105,934*	*107,185*	*1,152*	*99,968*	*101,120*	*1,225*	*93,481*	*94,706*
August	216	18,452	18,668	187	14,661	14,848	188	15,141	15,329	183	16,513	16,696	174	13,660	13,834
	1,713	*135,346*	*137,059*	*1,481*	*117,854*	*119,335*	*1,439*	*121,075*	*122,514*	*1,335*	*116,481*	*117,816*	*1,399*	*107,141*	*108,540*
September	173	15,504	15,677	167	14,230	14,397	141	14,428	14,569	231	15,866	16,097	163	13,279	13,442
	1,886	*150,850*	*152,736*	*1,648*	*132,084*	*133,732*	*1,580*	*135,503*	*137,083*	*1,566*	*132,347*	*133,913*	*1,562*	*120,420*	*121,982*
October	207	17,380	17,587	180	15,839	16,019	155	13,982	14,137	166	16,389	16,555			
	2,093	*168,230*	*170,323*	*1,828*	*147,923*	*149,751*	*1,735*	*149,485*	*151,220*	*1,732*	*148,736*	*150,468*			
November	163	15,532	15,695	194	13,389	13,583	133	12,273	12,406	181	14,849	15,030			
	2,256	*183,762*	*186,018*	*2,022*	*161,312*	*163,334*	*1,868*	*161,758*	*163,626*	*1,913*	*163,585*	*165,498*			
December	156	14,261	14,417	187	14,018	14,205	141	12,612	12,753	203	14,699	14,902			
Totals	*2,412*	*198,023*	*200,435*	*2,209*	*175,330*	*177,539*	*2,009*	*174,370*	*176,379*	*2,116*	*178,284*	*180,400*			

NOTE:—The figures in italics represent the cumulative totals by month under each classification.

Commonwealth of Pennsylvania

DEPARTMENT OF LABOR AND INDUSTRY

DIRECTORY OF OFFICES

MAIN OFFICES

Harrisburg:	Office of the Secretary, Industrial Board, Workmen's Compensation Board, Bureau of Employment Bureau of Industrial Relations, Bureau of Industrial Standards, Bureau of Inspection, Bureau of Rehabilitation, Bureau of Statistics, Bureau of Workmen's Compensation. Bureau of Women and Children. State Workmen's Insurance Fund,

BRANCH OFFICES

Allentown:	Lehigh Valley State Employment Office, 529 Hamilton Street. State Workmen's Insurance Fund, 304 Colonial Building.
Altoona:	Cooperative State Employment Office, Post Office Building. Bureau of Inspection, Bureau of Rehabilitation. Workmen's Compensation Referee, Commerce Building. State Workmen's Insurance Fund, Central Trust Building.
Dubois:	Bureau of Rehabilitation, 311 Deposit National Bank Building.
Erie:	State Employment Office, 1026 French Street.
Franklin:	State Workmen's Insurance Fund, 412 Franklin Trust Building.
Greensburg:	State Workmen's Insurance Fund, 309 Coulter Building. Workmen's Compensation Referee, 608 First National Bank Building.
Harrisburg:	State Employment Office, Second and Chestnut Streets.
Hazleton:	Bureau of Inspection, 1713 Hazleton National Bank Building.
Johnstown:	State Employment Office, 219 Market Street. State Workmen's Insurance Fund. 910 U. S. National Bank Building.
Kane:	Workmen's Compensation Referee, Kane Trust and Savings Building.
Lancaster:	Cooperative State Employment Office, Y. M. C. A. Building. Bureau of Inspection, Workmen's Compensation Referee, Woolworth Building.

McKeesport: .... Cooperative State Employment Office,
Y. M. C. A. Building.

Meadville: .... Bureau of Inspection,
Masonic Building.

New Castle: .... Cooperative State Employment Office,
Y. M. C. A., West Washington Street.

Oil City: .... Cooperative State Employment Office,
Y. M. C. A. Building.

Philadelphia: .... State Employment Office, (Main Office)
Bureau of Rehabilitation,
1519 Arch Street.
Bureau of Inspection,
Bureau of Workmen's Compensation,
Workmen's Compensation Referee,
Workmen's Compensation Board,
Manhattan Building, Fourth and Walnut Streets.
State Employment Office for Women,
Bureau of Women and Children,
1924-26 Chestnut Street.
State Workmen's Insurance Fund,
1004 Commercial Trust Building.

Pittsburgh: .... Bureau of Inspection,
Bureau of Rehabilitation,
Bureau of Workmen's Compensation,
Workmen's Compensation Referee,
Fulton Building.
State Employment Office,
622 Grant Street.
State Workmen's Insurance Fund,
401 Park Building.

Pottsville: .... Bureau of Rehabilitation
Workmen's Compensation Referee,
1 Ulmer Building.
State Workmen's Insurance Fund.
Baird Building.

Reading: .... State Employment Office,
108 North Fifth Street.

Scranton: .... State Employment Office,
116 Adams Avenue.
Bureau of Inspection,
Workmen's Compensation Referee,
State Workmen's Insurance Fund,
Union National Bank Building.

Sunbury: .... State Workmen's Insurance Fund,
Sunbury Trust and Safe Deposit Building.

Wilkes-Barre: .... Bureau of Rehabilitation,
Workmen's Compensation Referee,
Coal Exchange Building.

Williamsport: .... Bureau of Inspection,
707 First National Bank Building.
Workmen's Compensation Referee,
311 First National Bank Building.
Cooperative State Employment Office,
Y. M. C. A. Building,
343 West Fourth Street.

York: .... Bureau of Workmen's Compensation,
Central National Bank Building.

Note—State Employment offices are conducted in cooperation with the United States Employment Service.

LABOR AND INDUSTRY

Published monthly by
DEPARTMENT OF LABOR AND INDUSTRY
COMMONWEALTH OF PENNSYLVANIA
CHARLES A. WATERS, *Secretary.*

VOL. XIV DECEMBER, 1927 NO. 12

Contents

Page

The Pennsylvania State College Is Training Workers on the Job 3
CARL G. GAUM, Professor of Engineering Extension
The Pensylvania State College

Mechanical Safeguards 10
Watch the Little Things 13
HARRY D. IMMEL, Director, Bureau of Inspection
Department of Labor and Industry

Location of Offices of the Bureau of Inspection 16

Cautiousness Versus Carelessness 17
PHILIP H. DEWEY, Manager, State Workmen's Insurance Fund

Rules and Interpretations of the Industrial Board 18

Approval of Safety Devices 21

Rescinding of Previous Approval of Safety Devices 21

Review of Industrial Statistics 21

Five-Year Comparative Statement of Accidents Reported 38

Directory of Offices 39

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THE PENNSYLVANIA STATE COLLEGE IS TRAINING WORKERS ON THE JOB

By Carl G. Gaum

Professor of Engineering Extension
The Pennsylvania State College

While the resident courses of the Pennsylvania State College are training engineers for the higher positions in the industrial establishments of the state, its Engineering Extension Department is reaching thousands of workers as well as their leaders in both minor and major executive capacities.

The Engineering Extension Department began its work in a small way as far back as 1910 when John Price Jackson, former Commissioner of Labor and Industry, was Dean of Engineering at The Pennsylvania State College. Its work has increased tremendously in that time until its student body which calls "the State our Campus" far out-numbers the resident students.

Under Professor J. O. Keller, Department Head, the recent developments in variety of courses and in number of industries served have established a new record each year.

Industrial Courses a Specialty

Although the scope of the Engineering Extension Department includes many college-grade subjects carrying actual credit toward a degree, and numerous preparatory courses for college entrance, the bulk of the work is done for industrial employes.

Short practical courses, immediately usable at bench, lathe, and forge, in the mill and workshop, are supplied to Pennsylvania's workers by many local classes, home study groups, lectures and conferences, as well as by correspondence study. The courses include subjects of the simplest nature ranging through the more and more difficult until they reach actual college grade and post-graduate studies. Thus a man with but a few years of schooling may obtain instruction in shop arithmetic or a brief course in blue print reading, elementary electricity or a course for power plant work. Men in the foundries and the machine shop, and the textile mills will find studies well within the range of their educational experience, no matter how limited that experience may be. Wherever local conditions permit, evening schools are organized; elsewhere plant schools are cooperatively conducted with the management contributing to the work, supplying instructors often from their own staff or making use of the Extension Department's personnel.

COURSES INEXPENSIVE

The small fees charged for these courses, barely covering correction service, enable the ambitious to perfect themselves in their present occupations or to prepare themselves for promotion at but slight expense. State appropriations, although by no means large, take care of administrative expenses. Fees for some subjects are as little as $3.50 for a ten-assignment course by correspondence. Where classes are established charges will vary according to local conditions.

EXTENSION ACTIVITIES LISTED

The list of the Extension services includes branch evening schools under the direct control of the College at Allentown, Erie, Reading, Scranton, Wilkes-Barre, Williamsport, and cooperating evening schools controlled by local organizations but supervised in their extension courses by the College at the York, Pottstown, McKeesport, Pottsville, and Philadelphia Young Men's Christian Associations, and the Cambria Library Association at Johnstown, with additional organizations applying for the same type of service.

Apprentice training schools are cooperatively conducted at the plants of a variety of industries including the U. S. Aluminum Company, the National Tube Company, Bessemer Gas Engine Company, and others.

Shop classes and foreman training groups, conference groups in executive subjects and industrial management, industrial economics, public relations courses for the utility companies, with or without lecture services, are organized in plants which cover practically every type of industry to be found in the Commonwealth.

Correspondence instruction is given in all the branches offered and is widely used when it is not feasible to organize classes or study groups.

FOREMAN TRAINING ESPECIALLY POPULAR

The training of minor executives has been a very popular service of the Extension Department. A pioneer in this line, it prepared one of the earliest practical text books on the subject. The Department now includes in its list of executive training subjects Elementary Foreman Training, Industrial Management for Foremen, Industrial Economics, and several Foreman Training Conference courses.

In each course special text material was written by the extension staff assisted in some cases by members of the resident staff in the Industrial Engineering Department and others.

Among the industries which are now making use of one or another of the foreman training courses or have previously done so, a few might be named: U. S. Gauge Company, National Tube Company, International Motor Company, Lehigh Valley Railroad Company, Middletown Car Company, Floyd Wells Company, Verona Steel Castings Company, U. S. Refractories Company, Lehigh Portland Cement Company, American Zinc and Chemical Company, Dodge Steel Company, Equitable Meter and Manufacturing Company, Metric Metal Works, The Hamilton Watch Company, Thomas W. Leedom Company, Lorain Steel Company, Penna. State Highway Department, Penn Central Light & Power Company, Apollo Steel Company, Autocar Company, Titan Metal Manufacturing Company, Bethlehem Steel Company, American Mond Nickel Company, Robinson Clay Products Company, Atlantic Steel Castings Company, Lukens Steel Company, Pittsburgh Desmoines Company, Erie Steam Shovel Company, Griswold Manufacturing Company, Carnegie Steel Company, Chicago Pneumatic Tool Company, W. F. Overly & Sons, Penna. Power & Light Company, Penna. Water & Power Company, Armstrong Cork Company, Edison Electric Company, Lehigh Coal & Navigation Company, Lebanon Steel Foundries Company, Hookless Fastener Company, Edgewater Steel Company, Citizens Light & Power Company, Jos. Reed Gas Engine Company, National Transit and Pump Company, David Luptons Sons Company, France Packing Company, Henry Disston & Sons Company, John T. Lewis & Bros. Company, Keystone Power Corporation, West Virginia Pulp & Paper Company, West Penn Power Company, Mines Safety Appliance Company, Landis Tool Company, Public Service Corporation of Illinois.

These groups vary in size from a dozen men to over one hundred.

METHODS OF TRAINING FOREMEN

The methods for giving foremanship work have varied with what has been found to be the policy in individual plants. Conditions vary so much with each industry and plant that no set rule can be said to be the best practice. In some plants, men work in three shifts; in others two shifts; and in still others, only one shift, so that provision must be made to meet this situation. Again, some plants prefer to pay for the total service in full, while others are willing to pay a part; still others ask the men to carry the whole expense, while others return the full fee, or a portion thereof, upon satisfactory completion. Some plants ask the men to pay for the actual correspondence instruction, but provide the lecture service from the Department themselves. Several companies, in addition to bearing all expense, have provided a dinner to precede the discussion session, these meetings being held on company time.

The fundamental plan is, of course, correspondence. This alone is not entirely satisfactory and is used only where but few men make up the group. A second plan is the home-study method without lectures. Unless the plant has a trained group leader who takes an active interest in the work, this method, also, does not produce the best results. Our most successful experience has been the combination of the home-study plan with a lecture service, described earlier. The lecturer may be provided from the staff of our college, or the company itself may furnish a specialist as occasion may demand. Some of our most successful groups have been using a combination of both these methods.

Some plants have preferred a straight lecture course with no text material provided. This has proved useful with many community associations of foremen, such as the Easton Foremen's Association.

Two of the professors from the College have carried on the bulk of the foremanship and management lectures, meeting some of the larger groups at bi-weekly conferences, many of them at luncheons given by the companies, others during working hours on the companies' time, still others in local school buildings or Y. M. C. A. assembly rooms. Others meet with their company's staff as discussion leaders, with an occasional lecturer from the College. Certain professors from the College have been called upon at various times to discuss with these groups special topics along the line of costs, time study, personnel management, and safety.

With the combination correspondence, lecture, and discussion method, previously mentioned, the group generally meets once every two weeks. This we have found to be the best interval of time, although we have had groups that meet once a week and groups that have met once a month. The two weeks' interval seems to hold the interest better with the home study method.

Once a month the status of each man is reported to the company so that the officials can see the progress that each man is making.

Foreman Training Conferences

A new development has been the Conference plan. This method of training has become very popular.

It is somewhat different from the other foremanship methods. Here we find that meeting once a week is better than once every two weeks. There are two distinct methods under this plan. The first method is used in training group leaders for a plant or for a group of plants. The ideal method is to have these men meet full time for a period such as two weeks when a conference is conducted. However, we have conducted these groups part time for a longer period. The men are furnished mimeographed conference material and a Group Leader's Handbook.

The group consists of from ten to fifteen persons, but the ideal number seems to be twelve. The men sit around a table and an informal discussion takes place in which the fundamental principles that an executive or foreman should develop in his own mind, are brought out through the skillful guidance of the group leader, who, as much as possible, keeps his own personality in the background. Out of twelve men, three may turn out to be first-class group leaders.

The other method is the actual training of foremen or assistant foremen themselves. Under this plan, the groups are the same in size, (approximately twelve men) and these men are furnished the text material the same as before, after they have developed it themselves in conference. The text material is not to be studied, but is only given to the men as a future reference. This method has met with great success.

SPECIAL COURSES DEVELOPED

As the Extension Department has been enlarged it has been able to develop special courses at the request of industrial groups in industrial concerns whose personnel is large enough to warrant the expenditure.

Such was the original Public Utility Economics course. Several thousand copies of this text have been sold, many to corporations outside of the state.

PUBLIC UTILITIES ADOPT PENN STATE COURSE

Three years' work on a text for the course in Public Relations and Industrial Economics for Public Utility workers has just been completed and several thousand copies of the course have already been distributed.

The monumental work in which the department staff collaborated and which was revised after conference with utility heads and traction experts has been adopted for employe instruction by the Bell Telephone Company, Philadelphia Rapid Transit Company, Philadelphia Electric Company, West Penn Power Company, Duquesne Light Company and Pittsburgh Railways among others. The American Electric Railways Association formally approved the text at its 1924 convention, and many inquiries have been received regarding the course and methods of carrying on the class and conference work in this subject.

The Philadelphia Electric Company alone had 500 employes take the course in groups of from 20 to 70 employes, meeting with members of the executive staff and local instructors.

A series of lessons entitled "Industrial Management for Foremen," and another group entitled "Industrial Economics," have been prepared. For Public Utility Employes, the original foremanship course was revised; and a history of the Electrical Industry as a new feature to the course was rewritten.

Radio, a Recent Addition to Courses

In response to many requests the popular courses in Radio, elementary and advanced, have been made available by correspondence. Moderately priced as are all of the subjects offered by the Department of Engineering Extension, an instant response was made by residents of practically every state in the Union, besides many in Canada, Cuba, Hawaii, Central and South America. Very recently a Serbian government representative applied for one of the courses. Age seems to set no limit, a 14-year old school boy and a Cornell graduate nearly 80 have been listed. School teachers enroll for their Radio Clubs and keen amateurs are added daily to the Department's registration.

The Foundry Men's Courses

Employing a graduate metallurgist of wide practical experience, the Extension Department has been able to present four popular courses for foundry men, three of which are specifically arranged for practical men, foundry superintendents, and ambitious subordinates, molders and others. These courses are entitled Practical Metallurgy for the Steel Foundry; Practical Metallurgy for the Grey Iron Foundry, The Practical Heat Treatment of Steel; and The Metallurgy of Iron and Steel.

The fourth course "The Metallurgy of Iron and Steel" is of actual college grade and carries credit toward a degree.

Evening Classes Offer Three-Year Courses

The six branch schools named above, Allentown, Erie, Reading, Scranton, Wilkes-Barre and Williamsport, offer three-year modified courses in civil, electrical, industrial, mechanical, mining, and textile engineering. These courses eliminate much theory and deal chiefly with fundamentals and the practical side of those branches of engineering which they are designed to cover. They give excellent grounding, carry industrial credit, and afford an opportunity to connect practical theory learned in the class room with the day's work.

The courses, while not of full college grade nor covering all of the subjects usually included in the specified resident curricula, are still of advanced grade, highly practical and of immediate value to men in technical positions or to those contemplating work of a technical nature.

Instructors are without exception technical college graduates pursuing their professions in local industries. This policy assures authoritative teaching and is calculated to equip the student for the competent handling of the local problems involved in his chosen line. An Extension Diploma is granted to those completing the prescribed course.

Application for admission to each school is made directly to the local directors of the branch schools from whom full information as to courses, entrance requirements, and the school regulations may be obtained. The Extension Department also will supply the information in full detail upon request.

DEPARTMENT ISSUES NEWS SHEET

An interesting publication known as the Engineering Extension News is issued monthly during the College session to a mailing list of some 12,000. In addition to giving the current history of Extension activities, the regular printing of one popular technical article in each issue of the News adds to its interest. It is also a medium for the publishing of notices and advertisements. Going to all students, to prospective students (made up from lists of inquiries), cooperating agencies, large number of industrial heads, the college trustees and faculty, it has become an indispensable part of the departmental equipment. Since the paper has second class privileges it is distributed very economically and serves the purpose of thousands of form letters on a wide variety of topics.

Particular interest was aroused by the serial publication of an economics article entitled "Economics in Overalls," written by a number of contributors and edited by the News' staff. The year before, an article, "Industrial Reorganization", was widely commented on in various quarters. Professor J. O. Keller contributed to an early volume "The History of Industry" which was used subsequently as a unit of the widely distributed Foreman-Training course. These serials have elicited many requests for additional copies of the News and for permission to reprint extracts.

The current volume of the News contains a serial entitled "The Principles of Personal Efficiency." This also is being widely commented upon and an internationally known corporation has just arranged to secure its publication for their personnel. The News will be sent gratis to those interested in employe training.

Complete Catalogue Ready

For the first time in the period of seventeen years since its inception, the Engineering Extension Department has a catalogue of its own. This is now ready for distribution. More than 120 pages are devoted to a description of some 150 courses and a discussion of the work that is carried on by the Department. A complete history of the Department is given in one section of the book.

Every course that is offered is listed in the catalogue with a description of its nature and the price of the course as well as preparation required. A copy of the catalogue will be mailed to those interested.

Survey and General Education Service

With its staff of field representatives and experts in educational activities the Extension Department is able, on application from interested concerns, to make surveys and plan complete employe-training programs ranging from simple industrial correspondence enrollments to elaborate courses, including lecture service on such widely divergent topics as power plant engineering, all the customary mechanical, electrical, civil, and industrial engineering lines, as well as the commercial branches, an activity recently developed at the request of many concerns for their office personnel.

The Aim of the College

While a great deal has been accomplished it is a mere "drop in the bucket" to what can be done in a great industrial state like Pennsylvania. Undoubted financial benefit will accrue in increasing measure, as it already has to a great extent, to the industries whose personnel needs technical and trade training in varying degrees.

Years ago President Edwin Erle Sparks proposed the slogan "The College of the State for the People of the State." The EXTENSION SERVICE is a splendid example of a motto made a living, active fact.

MECHANICAL SAFEGUARDS*

and

WATCH THE LITTLE THINGS

By Harry D. Immel

Director, Bureau of Inspection

In putting machine guarding first in my series of discussions of those things required by the state factory law for the advancement of industrial safety, I believe that I have given it its rightful place.

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*The third of a series of radio talks.

I am quite aware that we all today stress education of the worker as a thing of first importance. Without any desire to discount the need of teaching safety, without which no material reduction in industrial accidents ever will be made, I do wish to utter a caution against an increasing tendency to belittle the value of protecting mechanism.

By various investigators the percentage of accidents in industry attributed to machinery is variously placed at from twenty-five to ten per cent of the total. I believe that further analysis would show that the larger percentage occurs where machine guarding is not supplemented by safety education and a high quality of plant morale. Undoubtedly the smaller percentage could not be achieved without these factors being present.

The fact remains that here is a definite and a tangible cause of a fixed percentage of industrial accidents. It is logical reasoning to assume that, if all machinery were adequately guarded, there would be an immediate reduction of a very considerable percentage of accidents to the factory worker.

Because machine guarding is a tangible and definite thing for which fixed state regulations exist, its promotion has largely constituted the work of the state factory inspector for accident reduction since the inception of the Pennsylvania Department of Labor and Industry. At the outset, it was about the only thing generally enforced. Fortunately, it was generally accepted, and in all factories a good percentage of machinery today has been made as nearly accident-proof as human ingenuity can make it. Many employers, large and small, and many workers, today fully accept the principle of one hundred per cent machine guarding. It must, however, be said that in this day there are still more than a few large and small industries, and a great many workers, who protest that machine guarding is carried too far and is given prominence beyond its rightful place in this Department's enforcement. It is to those that this talk is especially addressed.

The argument against what the Department considers to be fully adequate machine guarding is based largely on statistics which may, without sufficient thought, be taken as proof that machine guarding does not accomplish so much after all toward accident elimination; that, when the cost of machine guards and their hindrance to production are considered, a modification of these requirements would be warranted.

Recently there came from the safety chief of a large Pennsylvania industry the suggestion that there be a preferred class of industries, selected on a basis of accident records, and that those in this preferred class should be left to work out their own safety problems without interference of state inspectors. I want to quote "interference," because that was the word used. From the viewpoint of the Bureau of Inspection of the Department of Labor and Industry, the reasoning that prompts a suggestion of this sort is difficult to follow. Assuming that this industry believes thoroughly in the value of safety promotion, as there is much evidence that it does, it should be supposed that it would be the least likely to want less frequent inspection. Back of the suggestion is admittedly the fact that the machinery of this industry is not all guarded to meet the requirement of state regulations; that the source of irritation is the inspector's insistence on this guarding. And right here I would like to point out that any piece of machinery operated in the state without the guards called for by state law and regulations is being so operated in violation of law, whether or not an inspector has noted it, and issued an order for guarding. I leave it to employers to consider their degree of responsibility for an accident that occurs to a worker on a machine so unguarded.

But I would by no means give the impression that employers are solely, or even largely to blame for disregard of machine guarding. The state factory inspector accumulates a large volume of evidence to the contrary. There is small inducement for an employer to make large outlays for machine guards, when he knows that workers will protest their use, even, as is sometimes the case, to the extent of leaving the service of the employer who requires them. Here is a very fertile field for the safety education of the worker. Again and again in our study of accident reports we read that injury has occurred as the result of deliberate removal of a machine guard, or because a guard was removed to permit adjustments or repairs and the worker neglected to replace it. I would like to call the attention of workers to the fact that the state factory act makes the deliberate removal of a guard, or failure to replace a guard removed for any cause, a violation of law, punishable by fine or imprisonment, or both.

Opposition of workers to machine guards is based largely on a disinclination to change fixed habits. Sometimes the placing of a guard requires a slightly different method of operation. In our experience these changes often actually speed up production instead of reduce it. With a hazard removed, the operator's mind is free to concentrate on his work. Usually a fair trial of a machine guard will remove all objection to it, so that a favorite plan of the factory inspector is to ask that one or two machines be guarded experimentally.

When regulations requiring the guarding of cone pulleys were adopted several years ago, this plan was followed. It was found in many plants that mechanical belt shifters, when installed to meet the new regulation, actually increased the efficiency of the machines to which they were applied, and that workers, after a trial of them, could not be persuaded to work without them.

In connection with the requirement that bar shuttle guards be placed on looms under the textile regulations of the Department, adopted a few years ago, a most interesting and significant incident was recorded. In one of the mills visited by inspectors, a single loom was found already equipped with a bar shuttle guard. This loom was operated by a highly skilled girl weaver. Inquiry revealed that an accident, caused by a flying shuttle, had so unnerved her that she was unable to resume work until this means was taken to guard against another accident. It is the conviction of those of us who make accident reduction a study, that the psychological value of a machine guard goes far beyond the removal of a single hazard. To one accident in a plant often can be attributed a whole series of accidents, due to its demoralizing influence on other workers. Neglect to place one machine guard may cost an employer more than the price of mechanically safeguarding his whole plant.

WATCH THE LITTLE THINGS*

In industry the little things are the big producers of accidents. It is for that reason the factory inspector of the Pennsylvania Department of Labor and Industry is so constantly calling the attention of employers and workers to what may seem trifles.

In my last radio talk I said that the highest estimate of industrial accidents charged to machinery placed the number at not more than one-fourth of the total from all sources. If we could convince industry that the little things merit the attention we ask that they be given, the remaining three-fourths of industrial accidents could be eliminated.

Falling objects and falls of persons are responsible for nearly fifty per cent of the industrial accidents in this State every year. Exercise of a little care, attention to some little detail, would have prevented nearly all of these accidents. It is for that reason that the factory inspector calls your attention to careless stacking or handling of materials, warns against placing of obstructions in passageways, and points out the need of safe ladders, of standard construction of scaffolds, and of the placing of handrails on stairways and platforms.

You have a little job of grinding to do and consider it a waste of time to put on your goggles. A bit of steel or emery enters your eye, and either from the immediate injury or from resulting infection, sight is destroyed. Five hundred eyes are lost in industry every year in Pennsylvania, because of the neglect of that particular little thing. The factory inspector is charged with enforcing a state regulation which makes the wearing of goggles compulsory in such industrial operations as chipping, grinding, and welding, and in the handling of molten metals.

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*The fourth of a series of radio talks.

The employer who fails to provide goggles, and the worker who fails to wear them, are both liable to prosecution. Many plants have shop regulations fixing penalties to failure of workers to wear goggles. In spite of all this, regulations are evaded and eye accidents are keeping right on. The action of a Phialdelphia worker who suffered an eye injury because he had removed the lenses from his goggles to evade a shop rule that they be worn, typifies a very common and dangerous attitude of workers toward safety regulations that they regard as inconsequential.

Good housekeeping undoubtedly will strike many an employer and worker as a very little thing, considered in its relation to accident reduction. Yet, in its broadest sense, good housekeeping covers almost the entire range of industrial accidents.

Considered with reference to machinery, good housekeeping implies the keeping of guards in place and in good repair; the oiling and adjusting of machines at times when they are not in operation, if this is at all possible. Attention to these little things would eliminate almost all machine accidents.

Good housekeeping certainly embraces the neat and careful stacking of materials and the keeping of passageways free from obstructions. No little thing is a more potent cause of accidents than the throwing about of wood containing protruding nails, or the heedless spreading about of other dangerous litter. Oily floors present a slipping hazard which counts its annual toll in hundreds of minor accidents and some major ones. Where machinery is present it is not possible to keep floors entirely free from oil, but where there is a will to reduce this slipping hazard there is always a way. Let the factory inspector help you with the problem.

Good housekeeping includes attention to hand tools, that they be kept free from mushroomed heads, from which bits of steel may fly, that handles be tightly fitted and that cutting edges be sharp. With respect to shop clothing, the worker who is a good housekeeper will not wear loose or frayed garments, which may be entangled in machinery, or shoes with broken soles to invite tripping.

Considering the plant itself, good housekeeping implies the keeping of floors and stairways in good repair, the guarding of all platforms and floor openings, the keeping of windows and lamps clean, attention to proper ventilation, and an infinite number of other little things, all of which are big factors in accident prevention. Proper seating seems at first thought to be a small thing in relation to accidents, yet fatigue induced by improper posture at work takes its place, with eye strain caused by insufficient or incorrect lighting, as the indirect source of many an injury. The tired worker is an easy mark for the accident jinx.

Attention to sanitary facilities in the factory has such an important relation to health, and health has come to be recognized as having such an important relation to industrial accidents, that sanitation stands out as one of the very biggest of the little things. The employer must provide modern and adequate toilets and wash rooms, but unless the workers apply good housekeeping in their treatment of these conveniences, they become a menace.

The factory inspector asks that a first-aid cabinet be provided in every plant which does not have its own hospital. From his investigation of accidents, he knows the importance of prompt attention to minor injuries. Many an infection, resulting in the loss of an arm or of a leg, or even of life, could have been prevented, had the worker considered it worth while to bother about so little a thing as a skin abrasion.

Last year the Pennsylvania Department of Labor and Industry issued a pamphlet of Safe Practices Recommendations, which is almost entirely devoted to little things. A special foreward in this pamphlet states: "While most of the recommendations herein set forth are merely common sense, nevertheless, the accident records of Pennsylvania indicate that it is only through the constant exercise of common sense that material reduction of industrial accidents will be secured."

The Safe Practices pamphlet of the Pennsylvania Department of Labor and Industry does not begin to cover the field of common-sense little things that should be done, or not be done, to avoid accidents. Nor do I in this talk cover more than a few of the cautions stressed by the factory inspector. Why not write the inspector in your locality to come into your factory, or onto your job, whatever it may be, and give you his recommendations for doing the big things and the little things in safer ways. Don't wait for him to find you. That's losing valuable time. Tomorrow is too late to correct unsafe practices.

Before closing I would like to urge employers, workers, and plant safety committees to write to the Bureau of Inspection of the Pennsylvania Department of Labor and Industry at Harrisburg, or ask your local factory inspector or supervising inspector to provide you with copies of this Safe Practices pamphlet. They are furnished without cost by this Department as are all other copies of labor laws and regulations in pamphlet form.

LOCATION OF OFFICES OF THE BUREAU OF INSPECTION

Division No. 1

City and County of Philadelphia, Headquarters at Philadelphia. (J. J. Coffey)

Division No. 2

Bucks, Montgomery, Chester, and Delaware Counties, Headquarters at Philadelphia, temporarily. (R. W. Hackett)

Division No. 3

Luzerne, Schuylkill, Carbon, Lehigh, and Northampton Counties. Headquarters at Hazleton. (R. P. Carling)

Division No. 4

Monroe, Pike, Wayne, Lackawanna, Susquehanna, Bradford, and Wyoming Counties. Headquarters at Scranton. (T. H. Saville)

Division No. 5.

Berks, Lancaster, Lebanon, Dauphin, York, Adams, Franklin, Cumberland, Perry, Juniata, and Mifflin Counties. Headquarters at Lancaster. (C. S. Buckingham)

Division No. 6

Northumberland, Union, Snyder, Columbia, Montour, Lycoming, Clinton, Tioga, Sullivan, Potter, Cameron, and McKean Counties. Headquarters at Williamsport. (A. Karhan)

Division No. 7

Fulton, Bedford, Somerset, Huntingdon, Centre, Blair, Cambria, Clearfield, Elk, Jefferson, and Indiana Counties. Headquarters at Johnstown. (G. V. Frank)

Division No. 8

Allegheny, Greene, Fayette, Washington, Westmoreland, Armstrong, Butler, and Beaver Counties. Headquarters at Pittsburgh. (A. P. Huckestein)

Division No. 9

Erie, Crawford, Mercer, Lawrence, Venango, Clarion, Forest, and Warren Counties. Headquarters at Meadville. (A. W. McCoy)

CAUTIOUSNESS VERSUS CARELESSNESS

By Philip H. Dewey

Manager, State Workmen's Insurance Fund

The State Workmen's Insurance Fund was established in 1915 by an Act of the General Assembly. The intention of the General Assembly was, without doubt, primarily to furnish a refuge for the employer of labor who, by reason of the Act, was compelled to carry compensation insurance for the protection of his employes.

Little was known at that time of the many phases of this new and untried economic problem. As the years have come and have gone, new and ever-changing problems are constantly arising. There is a significance in the fact, however, that more and more people are becoming advocates of compensation insurance. And when the matter is thoroughly analyzed,—the benefits derived, the protection assured, the satisfaction obtained,—there is little wonder that the institution has grown to enormous proportions in the eleven years of its existence.

The great industries of the Commonwealth as well as the interests of the working man are protected under the provisions of the Workmen's Compensation Law, and it has proved to be the surest safeguard for the employer and the safest assurance of medical, hospital, and financial assistance for the employe of anything yet devised.

There is much in connection with the proper functioning of this intricate and problematic institution that should be studied by the public in order that its advantages and protection may be understood by those who come directly into contact with its usefulness, and are affected by its rules, laws, cost, and protection. Time and space here do not permit of a detailed description of how the public, as well as the employer and the employe can help to lessen the cost of industrial accidents, and the misery and distress incident thereto, or of the protection that accrues to the injured employe or to his distressed or bereaved family.

There is, however, one activity in which it is all important that everyone should participate, and that is to take at all times the utmost precaution, and in every conceivable way to make a strenuous campaign against carelessness, which alone is responsible for most of the accidents that occur to human beings.

The fellow who totes a gun and carelessly shoots his friend, and then calls up that thread-bare alibi: "I didn't know it was loaded," to justify his carelessness, is bad enough but the fellow who throws a burning match or cigarette stub into the waste basket, setting fire to a great business section of a city, resulting in a panic with tremendous loss of life and suffering, is a criminal of the worst type.

A campaign of education would teach the gun toter to know not only that the gun was not loaded, but to keep the muzzle pointed away from people instead of toward them; to keep the habitual smoker from setting fire to valuable property with resultant loss of life because he wanted to light his pipe.

When the time comes that the great army of employers understands that the rating bureau uses the experience of these same employers as to their own carelessness or their own thrift to arrive at the schedules used in the rate and classification manual, we will get cooperation from them. It is not fair to those who do provide every safeguard and safety device, for other employers to provide nothing of the kind, because it causes the rate to rise to meet the law of averages.

It is better to spend money for guard rails than for medical attention or funeral expenses. It is better to cauterize and bandage a small cut or scratch than to wait until a limb or a life is lost.

There must be cooperation from all concerned for if the employe will not recognize the value of safety devices, the employer is not to blame, but must suffer the loss, while on the other hand, if the employe exercises every precaution to avoid an accident he may be forced into traps or conditions over which he has no control, for lack of preventive measures which the employer has failed to provide.

It must be borne in mind, therefore, that it is to the mutual advantage of both employer and employe to make accidents as nearly impossible as can be, for in every case the employe suffers the injury with all its resultant distress and misery, and the employer pays the bill. By keeping down the number of accidents, the rate will be kept down.

The importance of safety devices may be measured by the fact that at the recent meeting of the National Safety Council at Chicago, the report filled a book of more than nine hundred pages of advice about accident prevention.

Nothing would be more gratifying to the insurance carrier and to the general public than the elimination of preventable accidents.

RULES AND INTERPRETATIONS OF THE INDUSTRIAL BOARD

The following rules and interpretations were approved at a meeting of the Industrial Board held November 17, 1927:

RULES

1. Amendment to Specifications for Standard Fire Escapes.

> "There shall be a permanent ladder from* the top platform to the roof *when required by the Department of Labor and Industry.*

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*Italics indicate the amendments.

2. Amendment to Rule 233 of Elevator Regulations—new paragraph (p) (AI).

   "The pressure tanks or cylinders of steam hydraulic elevator shall be equipped with one or more relief valves or safety valves adjusted to release at a pressure not in excess of the safe working pressure of the tank or cylinder which they protect and attached directly with no shut-off valve between the relief valve or safety valve and the tank or cylinder. There shall also be a pressure gauge attached to the tank or cylinder graduated to 50% in excess of the working pressure."

3. Amendment to Rule 111, paragraph (d) (AI) of the Regulations for Power, Foot, and Hand Cold Metal Presses.

   "If the press is safeguarded by a gate guard or a two-hand tripping device or a sweep guard, such guards or devices *shall be of an approved type* and shall conform to the following specifications."

4. Amendment to Regulations for Logging, Sawmill, Woodworking, Veneer and Cooperage Operations.

   "Amend Article 5, Rule 50, paragraph (a), item 1, to include the words 'approved' between the words 'by' and 'hood' in the first sentence."

   "Amend Article 5 Rule 50, paragraph (b), item 1, by inserting the words 'approved' between the words 'by' and 'hood' in the first sentence."

   "Amend Article 5, Rule 50, paragraph (a), item 2, by inserting the words 'approved' between the words 'by' and 'hood,' in the first sentence."

   "Amend Article 5, Rule 50, paragraph (c), by inserting the words 'an approved' between the words 'by' and 'hood' in the first sentence."

   "Amend Article 5, Rule 50, paragraph (e), item 1, by inserting the words 'approved' between the words 'with' and 'rigid' in the first sentence."

   "Amend Article 5, paragraph (f), by inserting the words 'an approved' between the words 'by' and 'fixed' in the first sentence."

   "Amend Article 5, Rule 55, paragraph (a), by inserting the word 'approved' between the words 'an' and 'automatic.' "

   "Amend Rule 55, paragraph (c), by inserting the word 'approved' between the words 'others' and 'device.' "

   "Amend Rule 59, paragraph (a), item 1, by inserting the words 'an approved' between the words 'by' and 'solid.' "

INTERPRETATIONS

1. Interpretation of Regulations for Railings, Toe Boards, Open-sided Floors, Platforms and Runways.

   "Steel cables may be used instead of top railing in the construction of standard railings along the edges of docks from which structural steel is loaded and unloaded by means of cranes and derricks. Such cables, however, shall not be allowed to be installed with dangerous sag between supports and shall be secured to each support."

2. Interpretation of Rule 258 (a) of the Elevator Regulations.

   "It is the purpose and intent of Rule 258 (a) of the Elevator Regulations to prohibit sidewalk elevators, the car floors of which are suspended and which have no means of preventing the car platform from tilting in the event of failure of cables, chains or fastenings. Where a car sling or girdle is provided which engages guide rails that will effectively prevent the platform from upsetting multiple fastenings may be used."

3. Interpretation of Rule 246 (b) of the Elevator Regulations.

   "It is interpreted that car gates should extend to the height of the car enclosure or to the upper car beam except where the enclosure or car beam is excessively high in which case the minimum height of the car gate shall be six (6) feet."

4. Interpretation of Rule 200, paragraph (b) of the Regulations for Cranes and Hoists.

   "It is interpreted that the platform required by Rule 200, paragraph (b) of the Regulations for Cranes and Hoists is permitted to be located on the bridge girder, or on the wall of the building at the end of the crane runway or some other method approved by the Department may be used."

5. Interpretation of Section 4, of the Woman's Law of 1913:

   "The employment of women is prohibited between the hours of 10 P. M. and 6 A. M. in the laundries of hotels, apartment houses, lodging houses, restaurants and similar establishments where laundry work is done for persons or establishments other than the individual establishment operating the laundry."

APPROVAL OF SAFETY DEVICES

The following safety devices were approved by the Industrial Board at the November 17, 1927 meeting:

Elevator Engineering Construction Company, Philadelphia, Pa.	Approval of Types PBV, PBHS and PBSWS locking devices when properly installed according to the requirements of the Department.
Elevator Engineering Construction Company, Philadelphia, Pa.	Types S-1 car safeties for freight elevators traveling up to 100 feet per minute.
Erie Lighting Company, Erie, Pa.	30 amp. 110-220 volt automatic change-over switch where separate sources of supply can be procured from different generating stations.
L. F. Grammes & Sons, Allentown, Pa.	Locking device for belt control elevator.
The Peele Company, Brooklyn, N. Y.	Type B locking device for freight elevators.
The Peele Company, Brooklyn N. Y.	Type B locking device with bar lock for double button freight elevators.
Shur-loc Elevator Safety Company, Newark, N. J.	Type C-1 locking device for passenger elevators when properly installed with 3″ range.
Warsaw Elevator Co., Warsaw, N. Y.	Type 5 car safeties for freight elevators with car speeds up to 100 ft. per minute.

RESCINDING OF PREVIOUS APPROVAL OF SAFETY DEVICES

It is recommended that the following device be withdrawn from the approved list of the Department in view of the fact that none have been installed in recent years and the Department is unable to obtain a reply to letters addressed to the company involved.

Holt Power Light Co., Wilmington, Del.	Emergency Lighting system originally approved Feb. 14, 1923.

REVIEW OF INDUSTRIAL STATISTICS

PREPARED BY

The Bureau of Statistics

THE LABOR MARKET

With the beginning of real fall activity in factories and stores, a greater demand for employes was recorded at State Employment offices. Calls by employers for workers during October gained nearly 18 per cent over September. The total of workers needed by employers during October numbered 2,792 men and 1,683 women. Even with this substantial gain over September, the demand for workers as reported by State Employment officers during October does not nearly approach last year's figure. In October, 1926, 7,474 male and 3,056 female workers were asked for by employers, showing that the requirements for October, 1927, were 63 per cent less in the case of male employes and 45 per cent less in the case of female employes. The decreased demand for workers was prevalent throughout all industry groups.

A total of 9,118 applicants were registered at State Employment offices during October. Positions were secured for 3,297 persons during the month. Only 36 per cent of the total number of applicants were placed. There were several instances where the number of applicants registered for a particular class of work was insufficient to supply the demand. The demand for female help in clothing, textile, and food industries was strong and few applicants were available. There was a scarcity among male workers for agricultural work, yet the demand for farm help was small. Fall housecleaning created a good demand for day workers, however, employment officers had little difficulty in filling all orders in most cities.

The following table shows very clearly how general employment has slumped during 1927. Various experiments have demonstrated that there is a very close conformity in the trend of employment as indicated by payroll reports with that indicated by registrations at public employment offices. The trend of employment in Pennsylvania during the last five years as expressed by the ratio of applicants for employment to requests from employers for help is contained in the following table.

THE NUMBER OF APPLICANTS REGISTERED FOR EMPLOYMENT TO EACH 100 OPENINGS, 1923-1927

Month	Calendar Year				
	1923	1924	1925	1926	1927
January	111	180	184	195	253
February	112	168	192	162	245
March	98	134	172	152	211
April	67	140	152	134	182
May	88	170	159	131	180
June	89	207	151	143	206
July	97	194	172	139	221
August	104	182	172	146	231
September	108	175	148	123	247
October	119	160	145	113	204
November	162	164	163	143	
December	179	172	162	185	

EMPLOYMENT, WAGES, AND HOURS WORKED

Employment in manufacturing industries of the Commonwealth during October decreased 0.2 per cent compared to September, according to the summary of payroll reports received from 792 manufacturing establishments operating in all sections of Pennsylvania. Total employment in these 792 establishments was 266,478 in October compared with 266,897 in September. Employment in the construction industry according to reports received from 33 companies shows a net gain of only 0.1 per cent over October. Earnings of workers in manufacturing industries were slightly higher. The weekly average of earnings was $25.59 in October compared with $24.99 in September, a gain of 2.4 per cent. Earnings were higher for each main manufacturing industry group, and in some of the individual industry groups the wage gains were notably large. The greatest gain in wages reported was that for the carpet and rug industry. Weekly earnings for workers in this group jumped from $23.14 in September to $26.99 in October, a gain of $3.85, or 16.6 per cent. The principal reasons assigned by employers for this general increase in earnings were more orders and full-time operations in October compared with interrupted operation in September due to Labor Day. Earnings of workers in the construction industry during October were 2.9 per cent below the $29.29 average reported for September. The shorter hours worked in the highway construction group caused this reduction in earnings. Highway forces worked an average of 56 hours per week in September compared to 52 hours in October.

Working hours in mills and factories showed very little change in October from September. The total number of hours worked in the 452 plants that reported man-hours was 6,320,109 for the week ended nearest October 15, compared to 6,314,280 for the week ended nearest September 15, a gain of less than one-tenth of 1 per cent. The average number of hours worked per week in manufacturing industries were 45.9 in October and 45.4 in September. In the construction industry the men worked an average of 48.9 hours per week in October and 50.0 hours per week in September.

Among the individual industry groups several important changes in employment and wages were reported.

In the automobile manufacturing industry 12 of the 19 firms reported slight decreases in employment. One other firm dropped 300 men from its payroll. Increases in earnings and operating time were reported by a few concerns.

Business in the electrical machinery and apparatus industry seemed generally improved. Employment gains were reported by 6 firms and earnings were higher for nearly all firms.

One steel company employed 500 new men in its blast furnace department during the month. Smaller employment increases were reported by 4 other companies. Earnings of employes in a majority of instances were higher than last month.

In the iron and steel forgings industry employment figures showed a drop of 11.8 per cent. Orders were few, and some firms were working only one shift.

Structural iron works were busy. Earnings of workers in this group averaged $3.25 per week higher than in September. In some firms earnings were $5.00 per week higher. A few concerns reported some overtime work on rush orders.

Carpet and rug factories showed big increases in employment and earnings. Most of the gain in employment was due to the reopening of one factory that had been closed for 2 months.

The reports from knit goods and hosiery mills show general improvement of business. Of the 41 firms reporting, 26 showed small gains in employment and 22 reported higher average wage payments. The business pick-up was more evident in knit goods than in hosiery mills.

Dye works were busy and a few were working overtime in October. Weekly earnings of workers were $4.00 to $6.00 higher than in September.

Manufacturers of glass reported a continued improvement of business. Gains in employment were reported by 13 firms. Firms making glassware show largest gains.

Earnings of workers in plants manufacturing explosives, and paints and varnishes were nearly $3.00 per week higher than in September.

One large company manufacturing leather goods dropped more than 150 employes during the month. Others reported about normal employment.

While the reports in the aggregate do not show any improvement in employment over last month, the fact remains that earnings of workers in many principal groups show vast improvement over September. A substantial improvement in earnings is usually indicative of, and preparatory to an upward swing of employment.

The Department's index of employment for manufacturing industries, based on the monthly average for 1923, is 86 for October, 1927, compared with 96 for October, 1926. The index of weekly earnings is 101 for October, 1927, and 106 for October, 1926.

INDUSTRIAL ACCIDENTS AND COMPENSATION COSTS

During October, 1927, reports of 165 fatal and 13,564 non-fatal accidents to workers were received at the Bureau of Workmen's Compensation. The October accident totals are slightly higher than those for September, 163 fatal and 13,279 non-fatal accidents having been reported during the latter month. Compared with the accident record for October, 1926, however, accidents for October this year are 17 per cent lower.

It is a noteworthy fact that October was the eighth consecutive month in 1927 that the number of accidents reported has been less than the number for the corresponding month last year. In January and in February, 1927, accident totals were greater than last year. The increases in those two months were due principally to the fact that anthracite mines were not working during January and February, 1926. If it were not for this disturbing factor, the accident totals for each month in 1927 would have shown a reduction compared with last year. The accident figures for the first 10 months in 1927 compared with those for the same period last year are as follows:

	Fatal	non-fatal
10 months, 1926	1,732	148,736
10 months, 1927	1,722	133,984
	—10	—14,752

Of the 165 fatal accidents reported during October, 52, or more than 30 per cent, occurred in or about anthracite mines. This is an increase for the anthracite industry of 19 fatalities over the number reported during September. Other industry groups were charged with fatal accidents as follows: construction and contracting 24, an increase of 6 over last month; manufacturing 33, or 1 less; bituminous coal mines 23, a reduction of 17; transportation 7, a decrease of 12; public utilities 4, or 1 less; quarries and non-coal mines 4, an increase of 1; trade 4, or 1 less; hotels and restaurants 1, a gain of 1; state and municipal 7, a gain of 2; and miscellaneous 6, a gain of 5. Most of the accidents in the last named group occured in connection with trucking and hauling which is classified as a miscellaneous industry.

The big gain in the number of anthracite fatalities and the correspondingly big drops in fatal accidents in the bituminous coal mines and in the transportation industry are the most prominent features of the industry report. The number of fatalities (52) reported from anthracite mines is the third highest number reported during any month this year. Other high accident months were May, 57 and June, 56. October is the first month since the beginning of the bituminous miners' strike that fatal accidents in the bituminous coal mining industry have taken a decided drop. To what extent, if to any, this drop in bituminous fatalities can be attributed to non-operation of bituminous mines because of strike conditions is a matter for conjecture. Fewer fatalities were reported from the transportation industry in October than in any other month this year. Steam railroads have reported 146 fatalities during the first 10 months in 1927, which is exactly the number reported during the same period last year.

Falling objects, falls of persons, and cars and engines again in October were the leading causes of fatal accidents in industry. *Falling objects* accounted for 53 deaths, 47 of them in coal mines, 2 in quarries, 2 in construction, 1 in manufacturing, and 1 in miscellaneous. Twenty-three persons were killed by *falls*: 11 in the construction industry, 8 in manufacturing industries, and 1 each in the steam railroad, public utility, hotel and restaurant, and wholesale trading groups. *Cars and engines* caused 19 deaths; 3 in manufacturing, 10 in or about coal mines, and 6 in railroad transportation. Other important causes of accidents resulting in death to workers during October were explosive substances 15; motor vehicles 11; machinery, cranes and derricks, and electricity 9 each; miscellaneous causes 6, and handling objects 4.

Aside from falling objects, machinery accidents show the greatest increase in fatalities over last month. Of the nine deaths attributed to machinery during October, 7 were engaged in manufacturing industries, and 2 in coal mines. A brief description of the causes of the nine machinery accidents reported during October follows:

OCCUPATION	*AGE*	*CAUSE*
Wool carder	50	Found lying near carding frame—legs paralyzed from waist down. No witness to accident.
Carpenter	64	Sawing lug sticks. Wood block caught in saw and was thrown back striking operator on forehead and crushing skull.
Repairman	26	Was replacing rubber rollers on concrete block machine—clutch slipped and man was crushed between rolls and hopper.
Mechanic	45	Oiling large fan—clothing caught on fan shaft.
Grinder	45	Casting fell between grinding wheel and guard, jammed, and wheel broke.
Automobile Repairman	26	Struck in breast by electric drill.
Pit hand	29	Stepped between gear rack and girder of charging machine.
Laborer	19	Working on culm bank and was caught by drag conveyor.
Miner	38	Operating a coal-cutting machine—going into high gear—machine kicked back pinning operator against rib.

During October, agreements for payment of compensation were approved in 5,899 cases, involving payments to injured workers or their dependents in the amount of $1,120,444 apportioned as follows:

227 fatal cases	$514,306
293 permanent disability cases	238,293
5,379 temporary disability cases	367,845

Compensation awards for the first ten months of 1927 total $11,131,977 compared to $10,656,584 for the first ten months last year, an increase in 1927 amounting to $475,393 or 4.5 per cent over last year.

Permanent injuries compensated during October included the loss or loss of use of 43 eyes, 5 arms, 17 hands, 124 fingers, 102 phalanges, 10 legs, and 13 feet. Awards also were made in ten cases of miscellaneous permanent disability.

The average duration of disability for the temporary disability cases compensated in October was 48 days compared to 46 days for September cases.

REPORT OF ACTIVITIES OF STATE EMPLOYMENT OFFICES FOR THE MONTH OF OCTOBER, 1927

INDUSTRIES	Persons Applying For Positions			Persons Asked For By Employers			Persons Sent To Positions			Persons Receiving Positions		
	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
GRAND TOTAL	9,118	6,018	3,100	4,475	2,792	1,683	4,488	2,900	1,579	3,297	2,260	1,037
Total: Industrial Group (skilled)	2,964	2,096	868	1,213	773	440	1,205	820	385	659	517	142
Building and construction	400	400	-----	179	179	-----	195	195	-----	128	128	-----
Shipbuilding	197	197	-----	130	130	-----	130	130	-----	87	87	-----
Chemicals and allied products	6	6	-----	3	3	-----	6	6	-----	3	3	-----
Clay, glass and stone products	1	1	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----
Clothing	19	-----	19	78	-----	78	8	-----	8	4	-----	4
Textiles	15	10	5	13	1	12	2	-----	2	-----	-----	-----
Food and kindred products	13	11	2	60	1	59	7	-----	7	2	-----	2
Leather, rubber and composition goods	6	5	1	2	1	1	1	-----	1	1	-----	1
Lumber, woodwork and furniture	21	21	-----	14	14	-----	9	9	-----	5	5	-----
Paper and printing	6	4	2	3	2	1	3	2	1	2	1	1
Metals and metal products	516	516	-----	234	234	-----	236	236	-----	153	153	-----
Mines and quarries	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----
Transportation and public utilities	395	388	7	97	97	-----	114	114	-----	69	69	-----
Hotels and restaurants	185	59	126	88	24	64	84	22	62	43	16	27
Wholesale and retail trade	256	85	171	108	22	86	131	24	107	50	5	45
Miscellaneous	923	393	535	204	65	139	279	82	197	112	50	62
Total: Other groups	6,154	3,922	2,232	3,262	2,019	1,243	3,283	2,089	1,194	2,638	1,743	895
Professional and technical	425	326	99	117	102	15	130	113	17	50	47	3
Agriculture	5	5	-----	9	9	-----	8	8	-----	6	6	-----
Semi-skilled	1,840	786	1,054	838	198	640	798	209	589	452	141	311
Unskilled	2,674	2,564	110	1,488	1,465	23	1,531	1,509	22	1,342	1,324	18
Casual and day workers[1]	1,210	241	969	810	245	565	816	250	566	788	225	563
September, 1927	12,668	8,627	4,041	5,136	3,202	1,934	5,321	3,466	1,855	3,963	2,657	1,306
August, 1927	10,053	7,109	2,944	4,345	2,988	1,357	4,530	3,147	1,383	3,544	2,571	973
July, 1927	9,515	6,697	2,818	4,297	3,127	1,170	4,447	3,243	1,204	3,659	2,744	905
October, 1926	11,887	8,059	3,828	10,530	7,474	3,056	8,656	6,270	2,386	7,383	5,484	1,899
October, 1925	10,926	8,465	2,461	7,550	6,002	1,548	7,803	6,315	1,488	6,796	5,505	1,291
October, 1924	14,446	10,061	4,385	9,011	6,985	2,026	8,872	7,000	1,872	7,771	6,082	1,689

[1] The placement of each casual or day worker is recorded for only one (1) placement per week.

EMPLOYMENT AND WAGES IN PENNSYLVANIA

Group and Industry	No. of Plants Reporting	Number of wage earners week ended			Total weekly wages week ended			Average weekly earnings week ended		
		Oct. 15 1927	Sept. 15 1927	Per cent change	Oct. 15 1927	Sept. 15 1927	Per cent change	Oct. 15 1927	Sept. 15 1927	Per cent change
ALL INDUSTRIES (46)	825	273,306	273,719	— 0.2	$6,904,131	$6,840,987	+ 2.2	$25.59	$24.99	+ 2.4
Metal Manufactures:	273	129,729	131,629	— 1.4	3,475,376	3,455,946	+ 0.6	26.79	26.26	+ 2.0
Automobiles, bodies and parts	19	9,612	10,082	— 4.7	262,757	286,486	— 8.3	27.34	28.42	— 3.8
Car construction and repair	19	18,310	18,573	— 1.4	494,242	490,154	+ 0.8	26.99	26.39	+ 2.3
Electrical machinery and apparatus	16	5,647	5,470	+ 3.2	147,201	134,148	+ 9.7	26.07	24.52	+ 6.3
Engines, machines and machine tools	37	9,817	9,721	+ 1.0	281,650	258,182	+ 9.1	28.69	26.56	+ 8.0
Foundries and machine shops	54	8,403	8,453	— 0.6	230,357	224,650	+ 2.5	27.41	26.58	+ 3.1
Heating appliances and apparatus	15	3,740	3,860	— 3.1	102,352	108,693	— 5.8	27.37	28.16	— 2.8
Iron and steel blast furnaces	11	11,448	10,950	+ 4.5	313,059	283,248	+10.5	27.35	25.87	+ 5.7
Iron and steel forgings	9	2,326	2,637	—11.8	43,476	52,178	—16.7	18.69	19.79	— 5.6
Steel works and rolling mills	35	35,713	36,624	— 2.5	943,647	971,661	— 2.9	26.42	26.53	— 0.4
Structural iron works	17	4,678	4,699	— 0.4	132,106	117,225	+12.7	28.24	24.95	+13.2
Miscellaneous iron and steel products	24	17,539	18,082	— 3.0	462,344	469,653	— 1.6	26.36	25.97	+ 1.5
Hardware	8	1,659	1,666	— 0.4	40,837	39,327	+ 3.8	24.62	23.61	+ 4.3
Non-ferrous metals	9	837	812	+ 3.1	21,348	20,341	+ 5.0	25.51	25.05	+ 1.8
Textile products:	169	56,209	55,098	+ 2.0	1,298,123	1,192,437	+ 8.9	23.09	21.64	+ 6.7
Carpets and rugs	9	2,829	2,550	+10.9	76,353	59,010	+29.4	26.99	23.14	+16.6
Clothing	32	4,799	4,755	+ 0.9	87,826	89,732	— 2.1	18.30	18.87	— 3.0
Hats, felt and other	5	3,848	3,944	— 2.4	103,646	104,559	— 0.9	26.94	26.51	+ 1.6
Cotton goods	16	4,539	4,515	+ 0.5	105,803	104,625	+ 1.1	23.31	23.17	+ 0.6
Silk goods	42	17,346	17,385	— 0.2	338,063	316,866	+ 6.7	19.49	18.23	+ 6.9
Woolens and worsteds	14	6,659	6,441	+ 3.4	152,136	143,342	+ 6.1	22.85	22.25	+ 2.7
Knit goods and hosiery	41	14,318	13,660	+ 4.8	386,747	331,791	+16.6	27.01	24.29	+11.2
Dyeing and finishing textiles	10	1,871	1,848	+ 1.2	47,549	42,512	+11.8	25.41	23.00	+10.5

EMPLOYMENT AND WAGES IN PENNSYLVANIA—(Continued)

Group and Industry	No. of Plants Reporting	Number of wage earners week ended			Total weekly wages week ended			Average weekly earnings week ended		
		Oct. 15 1927	Sept. 15 1927	Per cent change	Oct. 15 1927	Sept. 15 1927	Per cent change	Oct. 15 1927	Sept. 15 1927	Per cent change
Foods and Tobacco:	104	24,310	23,957	+ 1.5	$502,513	$488,253	+ 2.9	$20.67	$20.38	+ 1.4
Bakeries	29	4,428	4,355	+ 1.7	129,586	126,568	+ 2.4	29.27	29.06	+ 0.7
Confectionery and ice cream	24	6,055	5,888	+ 2.8	133,180	131,831	+ 1.0	22.00	22.39	— 1.7
Slaughtering and meat packing	15	2,165	2,161	+ 0.2	63,634	62,304	+ 2.1	29.39	28.83	+ 1.9
Cigars and tobacco	36	11,662	11,553	+ 0.9	176,113	167,550	+ 5.1	15.10	14.50	+ 4.1
Building materials:	65	19,826	19,961	— 0.7	558,007	556,618	+ 0.2	28.15	27.89	+ 0.9
Brick, tile and terra cotta products	25	4,028	4.089	— 1.5	94,893	98,574	— 3.7	23.56	24.11	— 2.3
Cement	14	7,151	7,419	— 3.6	225,696	234,173	— 3.6	31.56	31.56	0
Glass	23	7,751	7,520	+ 3.1	214,700	201,773	+ 6.4	27.70	26.83	+ 3.2
Pottery	3	896	933	— 4.0	22,718	22,098	+ 2.8	25.35	23.68	+ 7.1
Construction and contracting:	33	6,828	6,822	+ 0.1	194,182	199,785	— 2.8	28.44	29.29	— 2.9
Buildings	18	1,539	1,595	— 3.5	50,154	53,303	— 5.9	32.59	33.42	— 2.5
Street and highway	4	2,475	2,437	+ 1.6	71,145	75,039	— 5.2	28.75	30.79	— 6.6
General	11	2,814	2,790	+ 0.9	72,883	71,443	+ 2.0	25.90	25.61	+ 1.1
Chemicals and allied products:	33	10,492	10,321	+ 1.7	309,846	297,522	+ 4.1	29.53	28.83	+ 2.4
Chemicals and drugs	13	1,108	1,095	+ 1.2	30,538	29,630	+ 3.1	27.56	27.06	+ 1.8
Explosives	3	530	534	— 0.7	14,487	13,333	+ 8.7	27.33	24.97	+ 9.5
Paints and varnishes	9	1,111	1,109	+ 0.2	30,330	26,964	+12.5	27.30	24.31	+12.3
Petroleum refining	5	5,195	5,220	— 0.5	159,422	157,937	+ 0.9	30.69	30.26	+ 1.4
Coke	3	2,548	2,363	+ 7.8	75,069	69,658	+ 7.8	29.46	29.48	— 0.1
Miscellaneous Industries:	148	25,912	25,931	— 0.1	656,084	650,426	— 0.9	25.32	25.08	+ 1.0
Lumber and planing mill products	25	3.243	3.260	— 0.5	67,536	67,650	— 0.2	20.83	20.75	+ 0.4
Furniture	19	2,171	2.241	— 3.1	53,997	55,820	— 3.3	24.87	24.91	— 0.2
Leather tanning	17	5,989	5,870	+ 2.0	156,263	150,288	+ 4.0	26.09	25.60	+ 1.9
Leather products	8	426	595	—28.4	8,349	11,881	—29.7	19.60	19.97	— 1.9
Boots and shoes	22	4,206	4,187	+ 0.5	79,173	78,670	+ 0.6	18.82	18.79	+ 0.2
Paper and pulp products	15	3,654	3,648	+ 0.2	100.306	100,797	— 0.5	27.45	27.63	— 0.7
Printing and publishing	36	3.904	3,855	+ 1.3	132,677	129,972	+ 2.1	33.98	33.72	+ 0.8
Rubber tires and goods	3	813	819	— 0.7	24,479	23,668	+ 3.4	30.11	28.90	+ 4.2
Novelties and jewelry	3	1,506	1,456	+ 3.4	33,304	31,680	+ 5.1	22.11	21.76	+ 1.6

EMPLOYMENT AND WAGES IN PENNSYLVANIA—(Continued)

Group and Industry	No. of Plants Reporting	Total weekly man-hours week ended			Average hourly wages week ended		
		October 15 1927	September 15 1927	Per cent change	October 15 1927	September 15 1927	Per cent change
ALL INDUSTRIES (40)	480	6,618,895	6,620,965	— 0.0	$.568	$.567	+ 0.2
Metal manufactures:	192	3,848,384	3,809,176	— 1.3	.610	.607	+ 0.5
Automobiles, bodies and parts	15	390,241	432,109	— 9.7	.640	.632	+ 1.3
Car construction and repair	13	351,445	356,340	— 1.4	.607	.606	+ 0.2
Electrical machinery and apparatus	12	242,982	226,581	+ 7.2	.532	.528	+ 0.8
Engines, machines, and machine tools	28	370,830	343,466	+ 8.0	.601	.586	+ 2.6
Foundries and machine shops	43	324,856	312,288	+ 4.0	.610	.621	— 1.8
Heating appliances and apparatus	7	81,052	94,227	—14.0	.612	.596	+ 2.7
Iron and steel blast furnaces	9	341,498	349,937	— 2.4	.617	.597	+ 3.4
Iron and steel forgings	5	34,370	40,578	—15.3	.591	.633	— 6.6
Steel works and rolling mills	20	1,085,851	1,129,317	— 3.8	.624	.625	— 0.2
Structural iron works	10	70,359	67,417	+ 4.4	.576	.563	+ 2.3
Miscellaneous iron and steel products	17	466,613	463,008	+ 0.8	.616	.611	+ 0.8
Hardware	6	49,125	46,529	+ 5.6	.555	.555	0
Non-ferrous metals	7	39,162	37,379	+ 4.8	.524	.522	+ 0.4
Textile products:	75	940,721	888,993	+ 5.8	.440	.436	+ 0.9
Carpets and rugs	5	90,948	76,622	+18.7	.537	.515	+ 4.3
Clothing	11	46,252	45,578	+ 1.5	.335	.354	— 5.4
Cotton goods	13	96,927	87,486	+10.8	.466	.477	— 2.3
Silk goods	23	428,825	421,999	+ 1.6	.420	.412	+ 1.9
Woolens and worsteds	8	128,434	118,576	+ 8.3	.450	.484	— 7.0
Knit goods and hosiery	10	115,298	108,894	+ 5.9	.430	.403	+ 6.7
Dyeing and finishing textiles	5	34,037	29,838	+14.1	.496	.499	— 0.6

EMPLOYMENT AND WAGES IN PENNSYLVANIA—(Concluded)

Group and Industry	No. of Plants Reporting	Total weekly man-hours week ended October 15 1927	Total weekly man-hours week ended September 15 1927	Total weekly man-hours Per cent change	Average hourly wages week ended October 15 1927	Average hourly wages week ended September 15 1927	Average hourly wages Per cent change
Foods and tobacco:	43	292,206	297,066	— 1.6	$.494	$.492	+ 0.4
Bakeries	17	76,590	75,193	+ 1.9	.507	.506	+ 0.2
Canneries	-----	-----	-----	-----	-----	-----	-----
Confectionery and ice cream	12	145,359	159,793	— 3.6	.464	.460	+ 0.9
Slaughtering and meat packing	9	60,832	61,315	— 0.8	.553	.557	— 0.7
Sugar refining	-----	-----	-----	-----	-----	-----	-----
Cigars and tobacco	5	9,425	9,765	— 3.5	.462	.467	— 1.1
Building materials:	34	556,553	562,446	— 1.0	.557	.563	— 1.1
Brick, tile and terra cotta products	13	107,936	116,716	— 7.5	.521	.528	— 1.3
Cement	8	234,501	239,698	— 2.2	.516	.527	— 2.1
Glass	13	214,116	206,032	+ 3.9	.621	.624	— 0.5
Construction and contracting:	28	298,786	306,685	— 2.6	.587	.588	— 0.2
Buildings	15	55,826	57,901	— 3.6	.790	.818	— 3.4
Street and highway	4	128,265	135,751	— 5.5	.555	.553	+ 0.4
General	9	114,695	113,033	+ 1.2	.525	.514	+ 2.1
Chemicals and allied products:	16	92,028	85,705	+ 7.4	.523	.523	0
Chemicals and drugs	10	43,207	43,578	— 0.9	.497	.497	0
Paints and varnishes	6	48,821	42,127	+15.9	.545	.549	— 0.7
Petroleum refining	-----	-----	-----	-----	-----	-----	-----
Miscellaneous industries:	92	590,217	580,894	+ 1.6	.539	.536	+ 0.6
Lumber and planing mill products:	18	55,254	53,208	+ 3.8	.513	.501	+ 2.4
Furniture	15	76,516	78,962	— 3.1	.536	.533	+ 0.6
Leather tanning	9	114,480	110,147	+ 3.9	.536	.540	— 0.7
Leather products	5	6,275	6,238	+ 0.6	.463	.473	— 2.1
Boots and shoes	10	89,253	85,450	+ 4.5	.395	.388	+ 1.8
Paper and pulp products	9	141,517	142,823	— 0.9	.541	.543	— 0.4
Printing and publishing	23	65,710	63,462	+ 3.5	.728	.724	+ 0.6
Rubber tires and goods	3	41,212	40,604	+ 1.5	.594	.583	+ 1.9

ACCIDENTS OCCURRING DURING COURSE OF EMPLOYMENT REPORTED TO THE BUREAU OF WORKMEN'S COMPENSATION

Accident Reports Received					Agreements Approved				
1927	Fatal	Disability Permanent	Disability Temporary	Total	1927	Fatal	Permanent Disability	Temporary Disability	Total
July	176	88	12,460	12,724	July	198	315	5,780	6,293
August	173	148	13,512	13,833	August	170	273	5,429	5,872
September	163	136	13,143	13,442	September	152	311	5,503	5,960
October	165	132	13,432	13,729	October	227	293	5,379	5,899
November					November				
December					December				
Total—1927	1,722	1,360	132,624	135,706	Total—1927	1,698	2,930	57,989	62,617
1926					1926				
July	190	174	15,412	15,778	July	124	281	5,768	6,173
August	183	158	16,355	16,699	August	176	281	6,535	6,992
September	231	181	15,685	16,097	September	179	290	5,012	5,481
October	166	167	16,222	16,555	October	153	267	6,736	7,156
November	181	160	14,689	15,030	November	221	316	6,049	6,586
December	203	151	14,548	14,902	December	137	326	5,455	5,918
Total—1926	2,116	1,904	176,380	180,400	Total—1926	1,830	3,563	69,942	75,335
*Grand Total	28,524	10,959	2,113,291	2,152,774	*Grand Total	23,453	23,410	783,950	830,813

*Since the inception of the Act, January 1, 1916.

COMPILED FROM RECORDS IN THE BUREAU OF WORKMEN'S COMPENSATION

COMPENSATION AWARDED AND PAID

1927	Awarded				1927	Paid			
	Total Compensation Awarded	Fatal Compensation Awarded	Permanent Disability Compensation Awarded	Temporary Disability Compensation Awarded		Total Compensation paid	Fatal Compensation paid	Permanent Disability Compensation paid	Temporary Disability Compensation paid
July	$1,389,540	$604,010	$294,561	$490,969	July	$1,204,087	$307,034	$406,084	$490,969
August	1,140,955	484,986	271,678	384,291	August	1,081,893	256,510	441,092	384,291
September	1,058,988	426,309	237,559	345,120	September	902,607	278,397	279.090	345,120
October	1,120,444	514,306	238,293	367,845	October	1,017,146	325,006	324,295	367,845
November					November				
December					December				
Total—1927	$11,131,977	$4,829,302	$2,713,762	$3,588,913	Total—1927	$9,898,889	$2,969,714	$3,340,262	$3,588,913
1926					1926				
July	$ 949,519	$330,807	$244,261	$374,451	July	$939,189	$298,707	$266,031	$374,451
August	1,174,190	538,537	260,857	374,796	August	863,901	238,184	250,921	374,796
September	1,225,075	622,938	287,105	315,032	September	857,469	308,133	234,804	315,032
October	987,188	457,284	191,136	338,768	October	877,597	278,827	260,002	338,768
November	1,238,613	599,747	300,440	338,426	November	814,109	229,529	246,154	388,426
December	1,084,444	420,704	328,805	334,935	December	933,508	305,998	292,575	334,935
Total—1926	$12,979,641	$5,278,927	$3,384,399	$4,316,315	Total—1926	$11,037,688	$3,529,120	$3,192,253	$4,316,315
*Grand Total	$132,787,432	$64,483,084	$27,368,631	$40,935,717	*Grand Total	$91,752,446	$28,189,242	$22,627,487	$40,935,717

*Since the inception of the Act—January 1, 1916.

**PERMANENT INJURIES

1927	Loss of Legs		Loss of Arms		Loss of Hands		Loss of Feet		Loss of Eyes	
	No.	Amt. Awarded	No.	Amt. Awarded	No.	Amt. Awarded	No.	Amt. Awarded	No.	Amt. Awarded
July	8	$ 20,056	6	$ 14,731	26	$ 51,976	20	$ 35,814	46	$ 65,013
August	13	31,089	6	13,768	22	43,184	13	20,310	51	75,731
September	14	33,780	4	10,169	13	26,602	12	22,607	62	93,165
October	10	25,800	5	11,610	17	36,456	13	23,264	43	61,051
November										
December										
Total—1927	106	$ 264,189	60	$ 148,831	183	$ 366,883	136	$ 240,170	488	$ 726,923
1926										
July	7	$ 17,254	5	$ 12,056	19	$ 36,782	11	$ 18,249	41	$ 60,409
August	9	20,055	8	17,639	24	47,577	12	20,953	43	68,692
September	14	35,912	6	14,793	20	43,391	11	19,768	48	75,043
October	4	10,062	5	12,814	10	19,827	9	16,184	40	56,724
November	7	17,912	7	17,569	19	39,621	24	42,456	63	94,021
December	13	33,555	5	11,402	21	42,890	18	33,616	62	93,600
Total—1926	124	$ 311,378	83	$ 207,090	229	$ 458,088	192	$ 344,481	575	$ 870,732
*Grand Total	1,308	$2,689,986	891	$1,973,914	2,816	$5,100,421	1,694	$2,785,211	6,948	$9,608,914

1927	Loss of Fingers		Loss of Phalanges		Miscellaneous		Total	
	No.	Amt. Awarded	No.	Amt. Awarded	No.	Amt. Awarded	Amt. Awarded	Amt. Paid
July	118	$ 40,259	104	$ 19,791	31	$ 46,921	$ 294,561	$ 406,084
August	112	36,970	83	15,624	21	35,002	271,678	441,092
September	125	45,165	115	21,164	22	34,907	287,559	279,090
October	124	44,892	102	20,028	10	15,192	238,293	324,295
November								
December								
Total—1927	1,232	$ 416,771	1,012	$ 189,818	178	$ 360,177	$ 2,713,762	$ 3,340,262
1926								
July	120	$ 42,104	114	$ 22,577	16	$ 34,830	$ 244,261	$ 266,031
August	117	40,610	109	19,887	10	25,444	260,857	250,921
September	127	40,877	107	20,709	19	36,612	287,105	234,304
October	123	41,938	112	19,679	11	13,908	191,136	260,002
November	133	46,749	116	22,775	12	19,337	300,440	246,154
December	101	35,005	123	22,867	20	55,870	328,805	292,575
Total—1926	1,553	$ 537,332	1,286	$ 241,319	188	$ 413,979	$ 3,384,399	$ 3,192,253
*Grand Total	6,493	$2,216,800	5,476	$1,024,138	770	$ 1,969,247	$27,368,631	$22,627,487

*Since the inception of the Act—January 1, 1916.

**Multiple losses separated respectively.

Note: The above tables present changes in a number of items from similar tables previously published. The changes have been made as information received subsequent to the publication of former tables made such corrections necessary.

ACCIDENTS OCCURRING DURING COURSE OF EMPLOYMENT AS REPORTED TO THE BUREAU OF WORKMEN'S COMPENSATION DURING OCTOBER, 1927

Cause	Total of All Industries		Construction and Contracting						Coal Mining				Mining, Other than Coal Mining, and Quarrying		Manufacturing																	
			Building Construction		Other Construction		Contracting		Anthracite		Bituminous				Total of Manufacturing Industries		Chemicals and Allied Products		Clay, Glass and Stone Products		Clothing		Food and Kindred Products		Leather, Rubber and Composition Goods		Lumber, Wood and Their Products		Paper and Paper Products and Printing and Publishing		Textiles	
*	F	N F	F	N F	F	N F	F	N F	F	N F	F	N F	F	N F	F	N F	F	N F	F	N F	F	N F	F	N F	F	N F	F	N F	F	N F	F	N F
Total of all causes	165	13,564	9	1,070	9	401	6	308	52	2,410	23	1,984	4	222	33	4,470	4	206	2	356	--	143	4	459	--	131	1	375	--	193	2	219
Working Machinery	9	1,015	--	34	--	18	--	13	1	35	1	90	--	8	7	727	--	14	1	20	--	57	1	43	--	30	--	97	--	48	2	65
Boiler and Pressure Apparatus	1	13	--	-----	--	-----	--	1	--	1	--	-----	--	-----	1	4	--	-----	--	-----	--	-----	--	2	--	-----	--	-----	--	-----	--	-----
Pumps and Prime Movers	---	34	--	4	--	5	--	2	--	4	--	1	--	-----	--	15	--	3	--	-----	--	-----	--	2	--	-----	--	2	--	1	--	-----
Transmission Apparatus	---	34	--	-----	--	1	--	1	--	10	--	6	--	2	--	12	--	-----	--	1	--	2	--	2	--	1	--	2	--	-----	--	1
Elevators and Hoists	1	61	--	9	--	1	--	-----	--	4	--	2	--	-----	1	19	--	1	--	2	--	1	1	3	--	3	--	-----	--	-----	--	2
Cranes and Derricks	9	199	--	27	1	9	2	14	--	5	--	13	--	5	4	108	--	3	1	3	--	-----	--	1	--	2	--	1	--	1	--	-----
Cars and Engines	19	1,283	--	7	--	3	--	5	5	421	5	489	--	30	3	92	--	4	--	21	--	-----	1	3	--	1	--	5	--	3	--	-----
Motor Vehicles	11	685	--	47	1	52	1	20	--	2	--	3	--	8	1	230	1	14	--	11	--	3	--	50	--	4	--	26	--	17	--	3
Other Vehicles	---	99	--	2	--	4	--	7	--	-----	--	-----	--	-----	--	30	--	2	--	3	--	-----	--	18	--	1	--	5	--	1	--	-----
Hand Trucks	---	228	--	12	--	5	--	9	--	3	--	2	--	-----	--	137	--	5	--	25	--	1	--	17	--	4	--	9	--	9	--	9
Water and Air Craft	1	2	--	-----	--	-----	1	1	--	-----	--	-----	--	-----	--	-----	--	-----	--	-----	--	-----	--	-----	--	-----	--	-----	--	-----	--	-----
Handling Objects—By Hand	4	2,943	--	239	--	97	--	74	1	428	--	252	--	50	2	1,206	--	62	--	127	--	30	--	117	--	31	--	86	--	34	--	53
Hand Tools	---	1,272	--	85	--	43	--	31	--	260	--	212	--	27	--	385	--	29	--	19	--	8	--	35	--	14	--	48	--	8	--	10
Electricity	9	91	--	2	2	2	--	-----	1	20	1	27	1	1	1	19	1	-----	--	-----	--	-----	--	-----	--	1	--	-----	--	1	--	-----
Explosive Substances	15	160	--	4	--	9	--	4	13	83	--	15	1	5	--	15	--	3	--	2	--	-----	--	1	--	-----	--	-----	--	1	--	1
Hot and Corrosive Substances	2	394	1	42	--	11	--	8	--	11	--	14	--	2	1	239	--	11	--	20	--	3	--	17	--	8	--	2	--	5	--	10
Falling Objects	53	1.826	--	86	1	34	1	39	31	620	16	615	2	39	1	290	--	11	--	21	--	3	--	21	--	8	--	32	--	9	--	10
Falls of Persons	23	1,746	8	268	2	62	1	36	--	218	--	99	--	25	8	532	1	30	--	53	--	18	1	88	--	13	1	36	--	31	--	29
Stepping Upon or Striking Against Objects	2	940	--	174	1	35	--	29	--	192	--	85	--	11	1	266	--	9	--	16	--	12	--	25	--	9	--	15	--	19	--	21
Miscellaneous	6	539	--	28	1	10	--	14	--	93	--	59	--	9	2	144	1	5	--	12	--	5	--	14	--	1	--	9	--	5	--	5

*F.=Fatal. N. F.=Non-Fatal.

ACCIDENTS OCCURRING DURING COURSE OF EMPLOYMENT AS REPORTED TO THE BUREAU OF WORKMEN'S COMPENSATION DURING OCTOBER, 1927—Concluded

Cause	Manufacturing—Concluded																Transportation and Public Utilities						Other Industries									
	Metals and Metal Products														Other		Steam Railroads		Other Transportation		Public Utilities		Hotels and Restaurants		Trading				State and Municipal		Miscellaneous	
	Total		Blast Furnaces and Steel Works		Rolling Mills		Foundries and Machine Shops		Fabrication		Car Repair Shops		Automobile Service Stations												Retail		Wholesale					
*	F	N F	F	N F	F	N F	F	N F	F	N F	F	N F	F	N F	F	N F	F	N F	F	N F	F	N F	F	N F	F	N F	F	N F	F	N F	F	N F
Total of all Causes	20	2,313	1	79	8	406	2	428	6	932	2	302	1	166	--	75	7	632	--	166	4	253	1	118	2	574	2	112	7	326	6	518
Working Machinery	3	324	--	3	1	41	1	65	--	194	--	15	1	6	--	29	--	3	--	1	--	9	--	6	--	18	--	4	--	5	--	44
Boilers and Pressure Apparatus	1	2	--	-----	--	-----	--	1	1	1	--	-----	--	-----	--	-----	--	3	--	-----	--	-----	--	-----	--	1	--	-----	--	1	--	2
Pumps and Prime Movers	---	7	--	-----	--	-----	--	3	--	2	--	1	--	1	--	-----	--	-----	--	-----	--	-----	--	-----	--	1	--	-----	--	1	--	1
Transmission Apparatus	---	3	--	-----	--	1	--	-----	--	1	--	1	--	-----	--	-----	--	-----	--	-----	--	1	--	-----	--	1	--	-----	--	-----	--	-----
Elevators and Hoists	---	7	--	-----	--	1	--	1	--	3	--	-----	--	2	--	-----	--	-----	--	-----	--	-----	--	3	--	10	--	2	--	1	--	10
Cranes and Derricks	3	97	--	3	--	20	--	31	3	34	--	8	--	1	--	-----	--	2	--	3	--	2	--	-----	--	2	--	2	--	1	2	6
Cars and Engines	2	53	--	2	2	8	--	4	--	11	--	28	--	-----	--	2	6	200	--	10	--	5	--	-----	--	10	--	3	--	1	--	7
Motor Vehicles	---	97	--	-----	--	2	--	7	--	19	--	5	--	64	--	5	--	11	--	41	--	14	--	2	1	92	1	14	4	83	2	66
Other Vehicles	---	-----	--	-----	--	-----	--	-----	--	-----	--	-----	--	-----	--	-----	--	-----	--	1	--	17	--	-----	--	9	--	-----	--	12	--	17
Hand Trucks	---	57	--	4	--	13	--	9	--	25	--	5	--	1	--	1	--	40	--	3	--	-----	--	-----	--	5	--	8	--	1	--	3
Water and Air Craft	---	-----	--	-----	--	-----	--	-----	--	-----	--	-----	--	-----	--	-----	--	-----	--	1	--	-----	--	-----	--	-----	--	-----	--	-----	--	-----
Handling Objects—By Hand	2	645	--	14	1	122	--	130	1	263	--	89	--	27	--	21	--	120	--	39	--	56	--	36	1	146	--	43	--	45	--	112
Hand Tools	---	211	--	7	--	33	--	24	--	70	--	44	--	33	--	3	--	54	--	11	--	34	--	15	--	52	--	5	--	29	--	29
Electricity	---	17	--	1	--	3	--	-----	--	12	--	-----	--	1	--	-----	--	-----	--	5	3	12	--	-----	--	1	--	-----	--	1	--	1
Explosive Substances	---	7	--	1	--	1	--	1	--	3	--	-----	--	1	--	-----	--	2	--	2	--	5	--	2	--	4	--	1	1	4	--	5
Hot and Corrosive Substances	1	161	1	24	--	23	--	55	--	41	--	12	--	6	--	2	--	8	--	2	--	7	--	14	--	7	--	-----	--	14	--	15
Falling Objects	1	173	--	6	--	34	1	31	--	81	--	20	--	1	--	2	--	19	--	6	--	15	--	1	--	19	--	3	--	13	1	27
Falls of Persons	5	229	--	3	2	55	--	33	1	73	2	51	--	14	--	5	1	113	--	31	1	51	1	28	--	120	1	13	--	57	--	93
Stepping Upon or Striking Against Objects	1	136	--	5	1	28	--	22	--	64	--	14	--	3	--	4	--	24	--	4	--	12	--	7	--	50	--	6	--	16	--	29
Miscellaneous	1	87	--	6	1	21	--	11	--	35	--	9	--	5	--	1	--	33	--	6	--	13	--	4	--	26	--	8	2	41	1	51

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*F.=Fatal. N. F.=Non-Fatal.

FIVE-YEAR COMPARATIVE STATEMENT OF ACCIDENTS REPORTED

Month	1923			1924			1925			1926			1927		
	Fatal	Non-Fatal	Total	Fatal	Non-Fatal	Total	Fatal	Non-Fatal	Total	Fatal	Non-Fatal	Total	Fatal	Non-Fatal	Total
January	223	16,710	16,933	233	15,280	15,513	200	15,339	15,539	150	12,815	12,965	170	14,497	14,667
February	221	15,276	15,497	181	14,812	14,993	171	14,208	14,379	149	11,958	12,107	184	13,101	13,285
	444	*31,986*	*32,430*	*414*	*30,092*	*30,506*	*371*	*29,547*	*29,918*	*299*	*24,773*	*25,072*	*354*	*27,598*	*27,952*
March	222	15,653	15,875	212	15,989	16,201	158	15,517	15,675	185	15,606	15,791	163	14,332	14,495
	666	*47,639*	*48,305*	*626*	*46,081*	*46,707*	*529*	*45,064*	*45,593*	*484*	*40,379*	*40,863*	*517*	*41,930*	*42,447*
April	196	16,689	16,885	151	13,931	14,082	180	14,251	14,431	144	14,249	14,393	169	12,693	12,862
	862	*64,328*	*65,190*	*777*	*60,012*	*60,789*	*709*	*59,315*	*60,024*	*628*	*54,628*	*55,256*	*686*	*54,623*	*55,809*
May	226	17,384	17,610	157	13,940	14,097	170	14,523	14,693	171	14,521	14,692	173	12,869	13,042
	1,088	*81,712*	*82,800*	*934*	*73,952*	*74,886*	*879*	*73,838*	*74,717*	*799*	*69,149*	*69,948*	*859*	*67,492*	*68,351*
June	188	17,433	17,621	175	14,324	14,499	194	15,656	15,850	163	15,233	15,396	186	13,441	13,627
	1,276	*99,145*	*100,421*	*1,109*	*88,276*	*89,385*	*1,073*	*89,494*	*90,567*	*962*	*84,382*	*85,344*	*1,045*	*80,933*	*81,978*
July	221	17,749	17,970	185	14,917	15,102	178	16,440	16,618	190	15,586	15,776	176	12,548	12,724
	1,497	*116,894*	*118,391*	*1,294*	*103,193*	*104,487*	*1,251*	*105,934*	*107,185*	*1,152*	*99,968*	*101,120*	*1,221*	*93,481*	*94,702*
August	216	18,452	18,668	187	14,661	14,848	188	15,141	15,329	183	16,513	16,696	173	13,660	13,833
	1,713	*135,346*	*137,059*	*1,481*	*117,854*	*119,335*	*1,439*	*121,075*	*122,514*	*1,335*	*116,481*	*117,816*	*1,394*	*107,141*	*108,585*
September	173	15,504	15,677	167	14,230	14,397	141	14,428	14,569	231	15,866	16,097	163	13,279	13,442
	1,886	*150,850*	*152,736*	*1,648*	*132,084*	*133,732*	*1,580*	*135,503*	*137,083*	*1,566*	*132,347*	*133,913*	*1,557*	*120,420*	*121,977*
October	207	17,380	17,587	180	15,839	16,019	155	13,982	14,137	166	16,389	16,555	165	13,564	13,729
	2,093	*168,230*	*170,323*	*1,828*	*147,923*	*149,751*	*1,735*	*149,485*	*151,220*	*1,732*	*148,736*	*150,468*	*1,722*	*133,984*	*135,706*
November	163	15,532	15,695	194	13,389	13,583	133	12,273	12,406	181	14,849	15,030			
	2,256	*183,762*	*186,018*	*2,022*	*161,312*	*163,334*	*1,868*	*161,758*	*163,626*	*1,918*	*163,585*	*163,498*			
December	156	14,261	14,417	187	14,018	14,205	141	12,612	12,753	203	14,699	14,902			
Totals	*2,412*	*198,023*	*200,435*	*2,209*	*175,330*	*177,539*	*2,009*	*174,370*	*176,379*	*2,116*	*178,284*	*180,400*			

NOTE:—The figures in italics represent the cumulative totals by month under each classification.

Commonwealth of Pennsylvania

DEPARTMENT OF LABOR AND INDUSTRY

DIRECTORY OF OFFICES

MAIN OFFICES

Harrisburg: ....Office of the Secretary,
Industrial Board,
Workmen's Compensation Board,
Bureau of Employment
Bureau of Industrial Relations,
Bureau of Industrial Standards,
Bureau of Inspection,
Bureau of Rehabilitation,
Bureau of Statistics,
Bureau of Workmen's Compensation.
Bureau of Women and Children,
State Workmen's Insurance Fund,

BRANCH OFFICES

Allentown: ....Lehigh Valley State Employment Office,
529 Hamilton Street.
State Workmen's Insurance Fund,
304 Colonial Building.

Altoona: ....Cooperative State Employment Office,
Post Office Building.
Bureau of Inspection,
Bureau of Rehabilitation,
Workmen's Compensation Referee,
Commerce Building.
State Workmen's Insurance Fund,
Central Trust Building.

Dubois: ....Bureau of Rehabilitation,
311 Deposit National Bank Building.

Erie: ....State Employment Office,
1026 French Street.

Franklin: ....State Workmen's Insurance Fund,
412 Franklin Trust Building.

Greensburg: ....State Workmen's Insurance Fund,
309 Coulter Building.
Workmen's Compensation Referee,
608 First National Bank Building.

Harrisburg: ....State Employment Office,
Second and Chestnut Streets.

Hazleton: ....Bureau of Inspection,
Hazleton National Bank Building.

Johnstown: ....State Employment Office,
219 Market Street.
State Workmen's Insurance Fund,
910 U. S. National Bank Building.

Kane: ....Workmen's Compensation Referee,
Kane Trust and Savings Building.

Lancaster: ....Cooperative State Employment Office,
Y. M. C. A. Building.
Bureau of Inspection,
Workmen's Compensation Referee,
Woolworth Building.

McKeesport: ....Cooperative State Employment Office,
Y. M. C. A. Building.

Meadville: ....Bureau of Inspection,
Masonic Building.

New Castle: ....Cooperative State Employment Office,
Y. M. C. A. Building,
West Washington Street.

Oil City: ....Cooperative State Employment Office,
Y. M. C. A. Building.

Philadelphia: ....State Employment Office (Main Office),
Bureau of Rehabilitation,
1519 Arch Street.
Bureau of Inspection,
Bureau of Workmen's Compensation,
Workmen's Compensation Referee,
Workmen's Compensation Board,
Manhattan Building, Fourth and Walnut Streets.
State Employment Office for Women,
Bureau of Women and Children,
1924-26 Chestnut Street.
State Workmen's Insurance Fund,
1004 Commercial Trust Building.

Pittsburgh: ....Bureau of Inspection,
Bureau of Rehabilitation,
Bureau of Workmen's Compensation,
Workmen's Compensation Referee,
Fulton Building.
State Employment Office,
622 Grant Street.
State Workmen's Insurance Fund,
401 Park Building.

Pottsville: ....Bureau of Rehabilitation,
Workmen's Compensation Referee,
1 Ulmer Building.
State Workmen's Insurance Fund,
Baird Building.

Reading: ....State Employment Office,
108 North Fifth Street.

Scranton: ....State Employment Office,
116 Adams Avenue.
Bureau of Inspection,
Workmen's Compensation Referee,
State Workmen's Insurance Fund,
Union National Bank Building.

Sunbury: ....State Workmen's Insurance Fund,
Sunbury Trust and Safe Deposit Building.

Wilkes-Barre: ....Bureau of Rehabilitation,
Workmen's Compensation Referee,
Coal Exchange Building.

Williamsport: ....Bureau of Inspection,
707 First National Bank Building.
Workmen's Compensation Referee,
311 First National Bank Building.
Cooperative State Employment Office,
Y. M. C. A. Building,
343 West Fourth Street.

York: ....Bureau of Workmen's Compensation,
Central National Bank Building.

Note—State Employment offices are conducted in cooperation with the United States Employment Service.

Dept. of Labor and Industry
Monthly Bulletins of the Dept.
of Labor and Industry. 835

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